Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information Directorate
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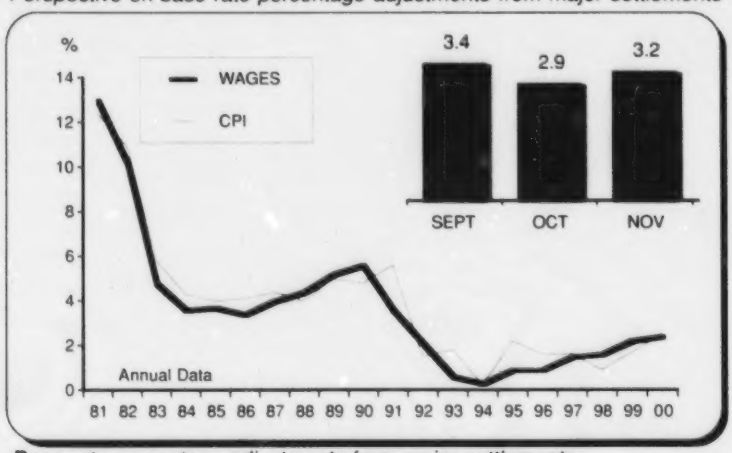
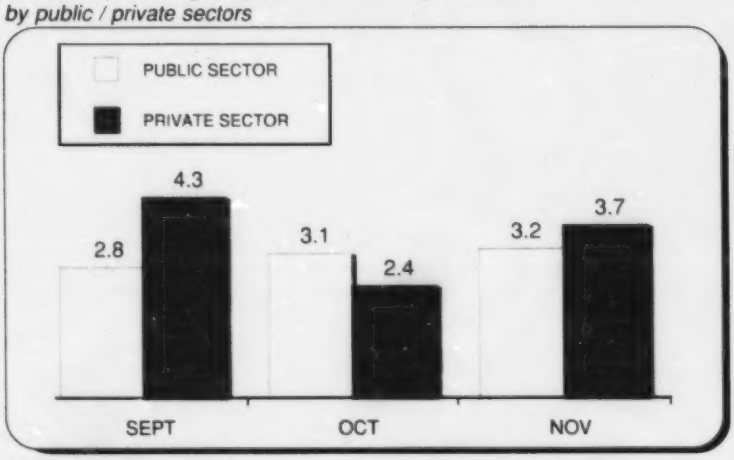
...ENTS BULLETIN

January 2002
Volume 13, Issue 1

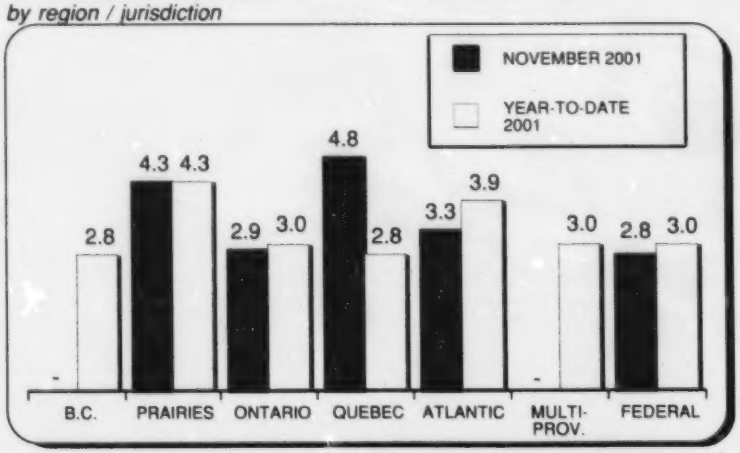
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for November 2001

Major collective bargaining settlements reached in November **2001** provided base-rate wage increases averaging **3.2 per cent** annually over the contract-term, up from 2.9 per cent in October and larger than last year's 2.5 per cent average. Wage adjustments in base rates for the first eleven months of 2001 (January to November) also averaged 3.2 per cent.

The results for November 2001 are based on a review of 30 settlements covering 133,400 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.1 per cent.

Wage adjustments in November settlements ranged from a low of 2.5 per cent for 1,470 employees in 2 public sector contracts in Ontario (Niagara Regional Municipality Homes for Seniors and the Centre-East Catholic School Board in Ottawa), to a high of 7.7 per cent for 700 employees with the University of Quebec in Chicoutimi. Approximately 77.6% of all employees received increases in the 2.0 to 2.9 per cent range.

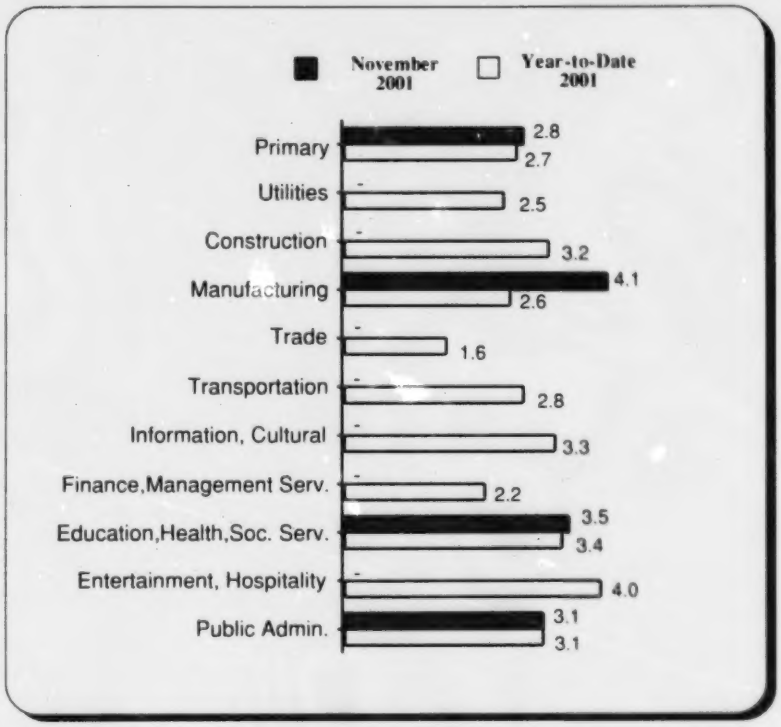
Approximately 98.1% of all employees (26 of the 30 contracts) were in the public sector. Wage adjustments for 130,900 employees in 26 **public-sector** settlements averaged **3.2 per cent,** lower than the **private sector** average of **3.7 per cent** for 2,500 employees in 4 agreements.

On a regional/jurisdictional basis, the largest average wage increase was in Quebec (4.8 per cent) and the smallest was in the Federal jurisdiction (2.8 per cent). The largest concentration of employees was in the Federal jurisdiction (67.2 % of all employees); all of these were Government of Canada contracts covered under the *Public Service Staff Relations Act*. Alberta recorded the second largest average increase (4.4 per cent) and the second largest concentration of employees (18% of employees). In other November 2001 settlements, wage increases in the Atlantic provinces averaged 3.3 per cent; Ontario wage settlements averaged 2.9 per cent and the three Prairie Provinces as a group averaged increases of 4.3 per cent.

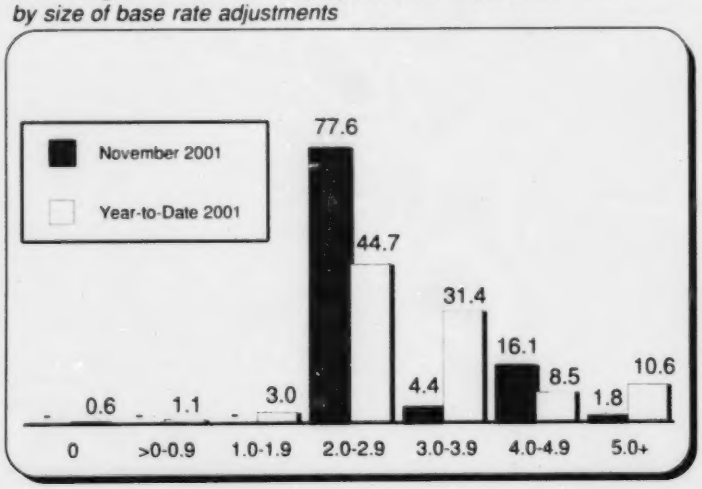
Canada

On an industry basis, the largest concentration of employees was in **public administration**; 14 agreements provided 109,900 employees (82.4% of all employees covered) with wage adjustments averaging **3.1 per cent** (just a fraction lower than the national average). The largest average increase was in the **manufacturing sector** with 3 agreements providing 1,840 employees with a wage increase of **4.1 per cent**. The second largest concentration of employees (15.7% of employees) was in **education, health and social services**; 12 agreements provided 21,000 employees with wage increases averaging **3.5 per cent. In primary industries,** a single agreement provided 660 employees with a wage increase of **2.8 per cent**. There were no major settlements in the other major industry sectors.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	1	2,300
Quebec	4	4,120
Ontario	7	13,420
Prairie Provinces	13	23,920
British Columbia	-	-
Multi province	-	-
Federal	5	89,640

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000		2001			Year to	2001		
				3	4	1	2	3	Date*	Sept	Oct	Nov
All Industries/Jurisdictions												
Average Annual Adjustment	1.7	2.2	2.5	2.3	2.9	3.5	2.9	3.4	3.2	3.4	2.9	3.2
Non-COLA	1.6	2.0	2.5	2.4	2.9	3.8	3.1	3.2	3.3	3.4	3.0	3.2
COLA	2.8	3.5	2.3	1.8	2.1	2.8	2.2	4.4	2.9	3.6	2.2	4.2
First Year Adjustment	1.4	1.9	2.3	2.3	3.1	4.3	2.9	3.7	3.5	3.5	2.8	3.5
Non-COLA	1.4	1.7	2.3	2.5	3.1	4.4	3.2	3.3	3.5	3.5	2.8	3.5
COLA	2.5	3.4	2.4	1.2	1.6	3.9	2.3	5.4	3.5	3.6	2.5	3.5
Industries												
Primary	1.1	2.2	1.6	-	2.3	2.2	2.9	2.4	2.7	2.4	-	2.8
Utilities	2.4	1.8	3.2	2.5	2.7	2.8	2.0	2.4	2.5	1.8	2.0	-
Construction	2.4	2.0	3.6	2.7	-	2.5	3.2	3.3	3.2	5.6	2.7	-
Manufacturing	1.5	3.5	2.5	2.2	1.5	1.9	2.7	3.1	2.6	3.9	2.1	4.1
Wholesale and Retail Trade	1.8	1.3	1.7	1.5	1.7	0.9	2.0	1.4	1.6	1.4	-	-
Transportation	2.1	2.8	2.4	2.8	2.4	2.7	2.9	3.0	2.8	3.1	3.5	-
Information and Cultural Industries	1.1	2.5	2.9	-	3.2	3.7	3.1	3.1	3.3	3.1	2.9	-
Finance, Management Services	0.8	2.8	1.8	1.6	-	2.9	2.0	3.1	2.2	-	1.4	-
Education, Health, Social Services	1.4	1.8	2.6	2.7	3.3	4.2	2.8	3.9	3.4	2.8	3.1	3.5
Entertainment,Hospitality Industry	3.4	2.6	3.0	2.4	3.8	3.0	4.3	2.7	4.0	-	-	-
Public Administration	1.8	2.2	2.3	2.6	2.5	3.1	3.0	3.0	3.1	2.4	2.1	3.1
Jurisdictions												
Newfoundland and Labrador	1.3	1.6	3.6	-	6.3	-	5.0	5.0	5.0	-	-	-
Prince Edward Island	2.1	2.7	2.2	-	-	2.5	-	3.1	3.1	3.1	-	3.3
Nova Scotia	2.9	2.1	2.2	-	-	2.0	2.4	4.5	3.6	-	2.4	-
New Brunswick	1.5	2.4	2.8	2.7	3.3	4.0	2.0	3.3	3.5	-	3.6	-
Quebec	1.1	1.6	2.3	2.8	2.5	4.4	2.3	2.7	2.8	-	2.2	4.8
Ontario	1.6	2.2	2.5	2.2	2.9	3.1	3.0	3.0	3.0	2.8	2.7	2.9
Manitoba	1.4	2.5	2.6	2.4	3.3	1.8	2.4	2.5	2.3	1.8	2.4	3.4
Saskatchewan	1.8	2.0	3.5	-	3.6	3.0	3.0	2.8	2.9	-	3.0	2.9
Alberta	3.0	4.0	4.5	3.0	3.4	5.8	4.6	5.1	5.1	5.4	4.6	4.4
British Columbia	0.7	0.8	1.6	1.9	2.1	2.7	2.0	4.1	2.8	2.0	1.8	-
Multi-Province	1.5	2.2	2.7	2.7	3.2	3.2	3.0	3.1	3.0	-	-	-
Federal Jurisdiction	2.1	2.8	2.2	3.2	2.3	3.3	3.2	3.6	3.0	3.1	3.0	2.8
Public Sector	1.6	2.0	2.5	2.6	3.0	3.8	2.8	3.6	3.3	2.8	3.1	3.2
Private Sector	1.8	2.7	2.3	1.9	2.2	2.4	2.9	3.2	3.0	4.3	2.4	3.7
Consumer Price Index	0.9	1.7	2.7	2.7	3.1	3.0	3.6	2.7	3.2	2.6	1.9	0.7

*January to November data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN NOVEMBER 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Primary Industries (1 agreement)	**660**	**2.8**	**2.7**	**36**	
IMC Esterhazy Canada Limited Partnership, mine employees, Esterhazy, Sask.	660	2.8	2.7	36	31/01/2004
Manufacturing (3 agreements)	**1,840**	**4.1**	**4.7**	**37.2**	
Boeing Toronto, Ltd., plant and maintenance employees, Mississauga, Ont.	570	4.5 *	4.5	36	27/10/2004
Magna Seating Systems Inc., Integram Windsor Seating, plant and maintenance employees, Windsor, Ont.	730	3.9	6.6	39	04/11/2004
Noranda Inc., CEZinc, production, Valleyfield, Que.	540	3.9 *	2.4	36	31/10/2004
Education, Health and Social Services (12 agreements)	**21,000**	**3.5**	**3.3**	**29.5**	
Carleton University, professors/instructors, Ottawa, Ont.	700	2.6	2.7	24	30/04/2003
Conseil des écoles catholiques de langue française du Centre-Est, elementary teachers, Ottawa, Ont.	750	2.5	3.5	36	31/08/2004
Government of Alberta, health and social care professionals, province-wide, Alta.	500	4.5	5.0	24	31/08/2003
Government of Alberta, health service-non-professionals, province-wide, Alta.	1,100	4.5	5.0	24	31/08/2003
Governors of the University of Calgary, support employees, Calgary, Alta.	2,600	4.0	4.0	12	31/03/2002
Ontario Hospital Association, non-medical employees, province-wide, Ont.	9,000	2.8	2.5	36	10/10/2004
Peel District School Board, occasional teachers, Mississauga, Ont.	950	2.7	0.0	26	31/08/2002
Regional Municipality of Niagara, non-medical employees, Niagara Region, Ont.	720	2.5	0.0	36	31/12/2003
University of Manitoba, professors, Winnipeg, Man.	1,100	3.4	3.0	36	31/03/2004
University of Sherbrooke, instructors/tutors/lecturers, Sherbrooke, Que.	1,720	5.5	5.5	12	31/12/2001
Université Laval, professors, Québec, Que.	1,160	2.6	1.5	42	31/05/2003
Université du Québec à Chicoutimi, instructors/tutors/lecturers, Chicoutimi, Que.	700	7.7	14.3	31	31/12/2002
Public Administration (14 agreements)	**109,900**	**3.1**	**3.5**	**34.2**	
City of Regina, outside employees, Regina, Sask.	1,200	3.0	3.0	36	31/12/2003
Government of Alberta, administrative support services employees, province-wide, Alta.	6,700	4.5	5.0	24	31/08/2003
Government of Alberta, administrative and program services, province-wide, Alta.	2,410	4.5	5.0	24	31/08/2003
Government of Alberta, correctional officers, province-wide, Alta.	1,800	4.5	5.0	24	31/08/2003
Government of Alberta, general tradesmen, province-wide, Alta.	600	4.5	5.0	24	31/08/2003

* *Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

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MAJOR SETTLEMENTS REACHED IN NOVEMBER 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Government of Alberta, natural resource conservation, province-wide, Alta.	1,300	4.5	5.0	24	31/08/2003
Government of Alberta, social workers, province-wide, Alta.	2,550	4.5	5.0	24	31/08/2003
Government of Alberta, technical employees, province-wide, Alta.	1,400	4.5	5.0	24	31/08/2003
Government of Canada, administrative and support employees, Canada-Wide	66,890	2.8	3.2	36	20/06/2003
Government of Canada, firefighters, Canada-Wide	11,420	2.8	3.2	36	04/08/2003
Government of Canada, librarians, Canada-Wide	1,010	2.8	3.2	36	30/06/2003
Government of Canada, scientific and other professionals, Canada-Wide	9,760	2.8	3.2	36	21/06/2003
Government of Canada, ship maintenance, Coast, B.C.	560	2.8	3.2	36	30/09/2003
Government of Prince Edward Island, inside and outside employees, province-wide, P.E.I.	2,300	3.3	3.3	36	31/03/2004
Agreements with COLA (2 agreements)	**1,110**	**4.2 ***	**3.5**	**36**	
Agreements without COLA (28 agreements)	**132,290**	**3.2**	**3.5**	**33.5**	
All Agreements (30 agreements)	**133,400**	**3.2**	**3.5**	**33.5**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	5,330	B/CO	Mar.00/Nov.01
•Canada Customs and Revenue Agency	PSAC and PIPS	45,080	B/MED	Oct.00/June01
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Air Canada	CUPE	4,500	B	Oct. 01
•Canada Post	PSAC/Postmasters	13,150	CO/B	Oct/Dec 01
•CN Rail	various unions	5,230	PCB/TENT	June 01
•VIA	BLE	500	MED	Dec. 00
•Govt of Newfoundland and Labrador	Nurses	5,000	B	June 01
•Govt of Newfoundland and Labrador	Teachers	8,000	B/CO	August 01
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of Nova Scotia	N.S. Teachers' Union	10,600	B	Dec. 01
•Government of New Brunswick	CUPE (education)	2,500	CO	Mar. 01
•Bombardier (Que.)	IAM	8,000	B	Nov. 01
•Government of Ontario	AMAPCEO/OPSEU	52,800	B	Mar./Dec. 01
•City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	various
•Ontario Hospitals	Nurses	40,000	TENT	Mar. 01
•MTS Communications (Man.)	IBEW	1,050	B	Jan. 02
•Sask. Assn. of Health Organizations	Nurses	8,400	B	Mar. 02
•TELUS (B.C. & Alta.)	TWU	16,710	B	Dec. 00
•B.C. Public School Employers Assn.	Teachers	45,000	MED	Mar. 01

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

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Wage Data for the Third Quarter 2001 For Small, Medium and Large Size Bargaining Units *(by Region)*

Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. The small bargaining units represent a sample by industrial sector across Canada, while the large and medium bargaining units represent all bargaining units across Canada.

Among the 121 collective bargaining settlements reached in the **third quarter** of the year 2001, 35 settlements were in small bargaining units, 61 were in medium bargaining units, and 25 were in large bargaining units. During this period, the overall base-rate wage adjustment averaged 3.3 per cent.

In the **Atlantic** provinces, medium bargaining units reported base-rate wage adjustment of 3.0 to 3.9 per cent for 65.7 per cent of employees, the highest average on a regional basis. In large bargaining units, 64.4 per cent of employees were in the 4.0 per cent and over range. There were no small bargaining units reporting wage settlements.

In the province of **Quebec**, the majority of employees from small bargaining units (63.3 per cent) were concentrated in the 2.0 to 2.9 per cent range. In medium bargaining units, the distribution of wage adjustments varies between a wage freeze and the 4.0 per cent and over range with an average of 1.9 per cent that includes the 30.4 per cent of employees with the only wage freeze reported in the medium bargaining units. In large bargaining units, 74.5 per cent of employees received a wage adjustment in the 3.0 to 3.9 per cent range.

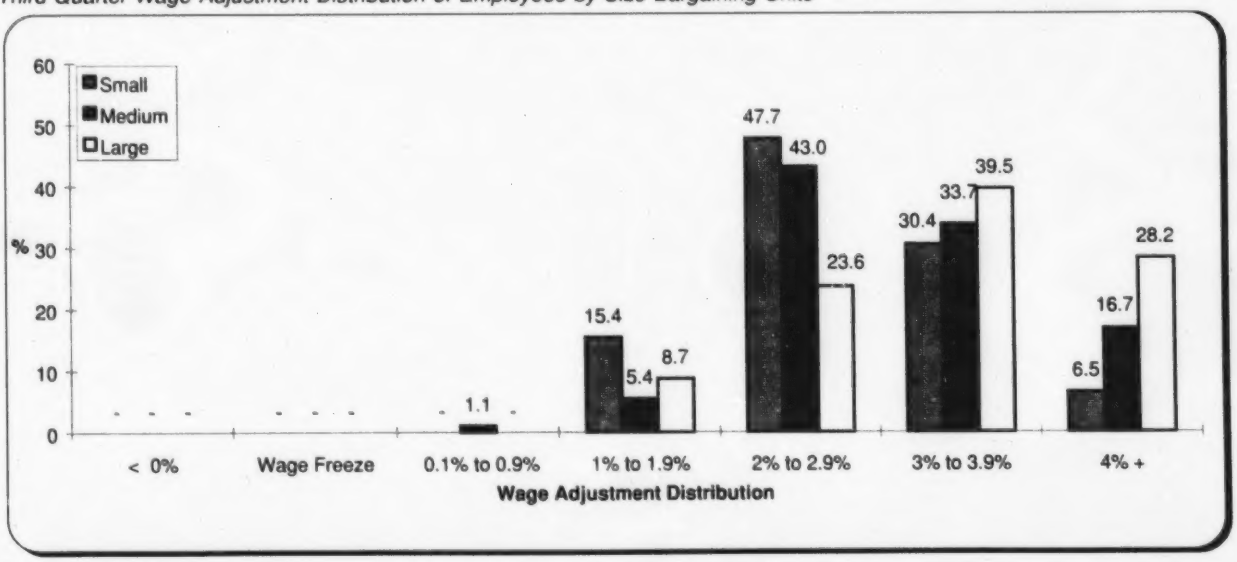
In the province of **Ontario,** 46.2 per cent of employees in small bargaining units are situated in the 3.0 to 3.9 per cent range, compared to 58.7 per cent in medium bargaining units. The number of employees in large bargaining units is equally distributed between the 2.0 to 2.9 and 3.0 to 3.9 per cent range with an average increase of 2.7 per cent.

In the **Prairie** provinces, the majority of employees in all sizes of bargaining units, obtained average increases ranging between 3.4 and 4.3 per cent. The 3.0 per cent and greater range represented 69.1 per cent, 79.7 per cent and 66.2 per cent of employees in the small, medium and large bargaining units respectively.

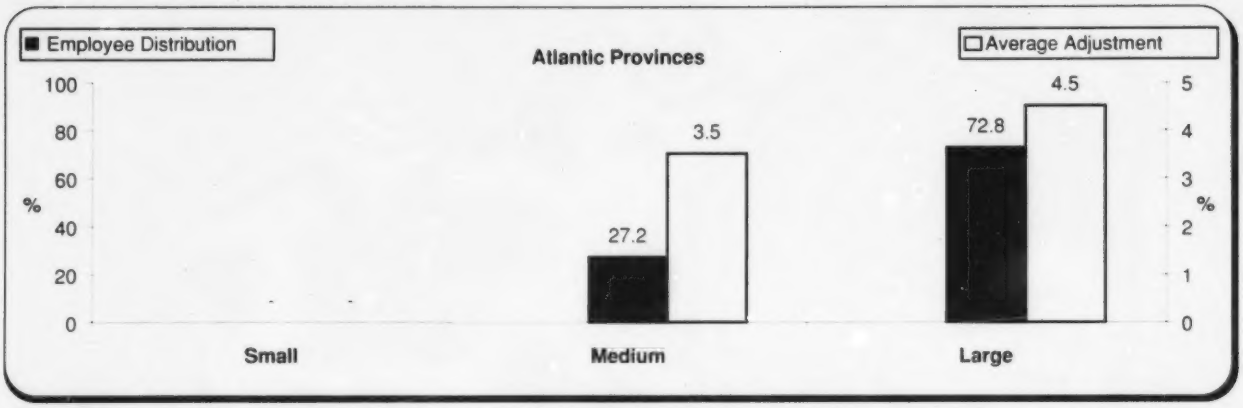
In the province of **British Columbia**, the majority of employees in small and medium bargaining units received increases situated in the lower half of the wage adjustment range, with the 2.0 to 2.9 per cent range as the ceiling. Both sizes of bargaining units, with 83.5 and 89.2 per cent of employees respectively, obtained average wage adjustments between 2.0 to 2.9 per cent.

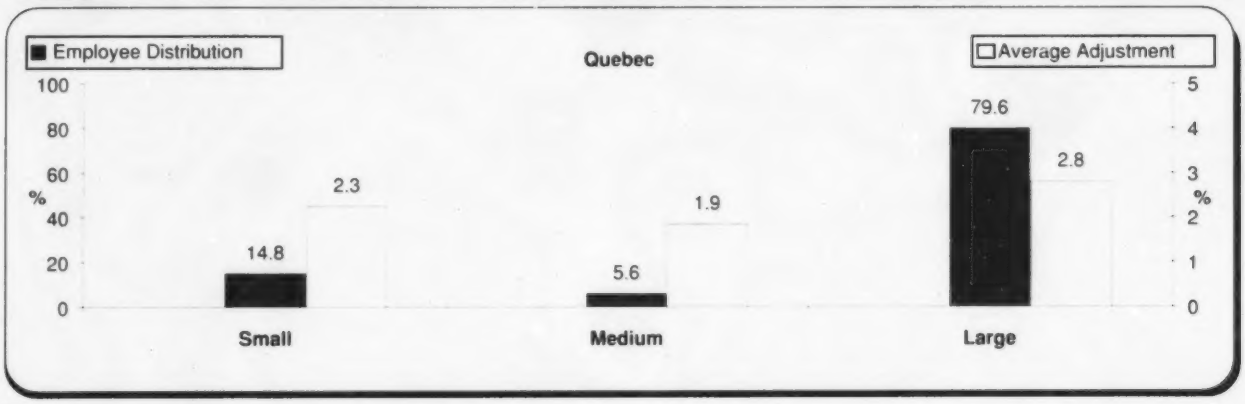
In the **Federal** jurisdiction, average wage adjustments increased with the size of bargaining units. Settlements reached for the majority of small bargaining units reported an average increase between 1.0 to 1.9 per cent with an overall average of 2.0 per cent. In the medium-sized bargaining units 71.0 per cent of the employees were in the 3.0 to 3.9 per cent range. In the large size bargaining units a single agreement covering 2,940 employees provided an average increase of 4.4 per cent.

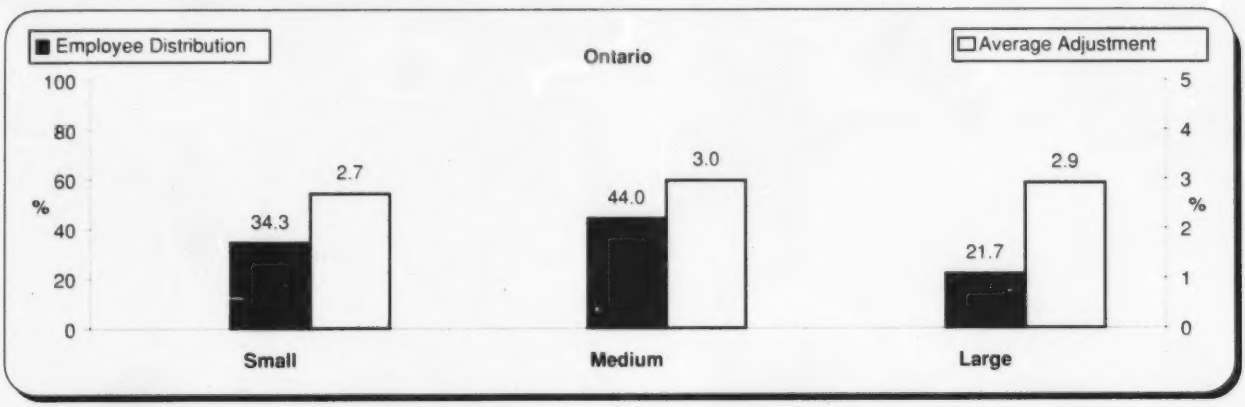
Third Quarter Wage Adjustment Distribution of Employees by Size Bargaining Units

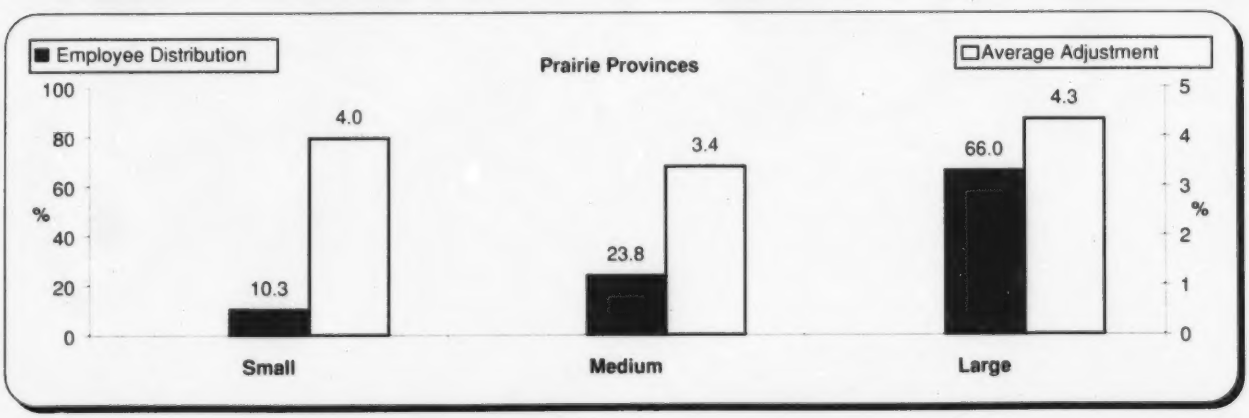


Third Quarter Average Wage Adjustments by Region

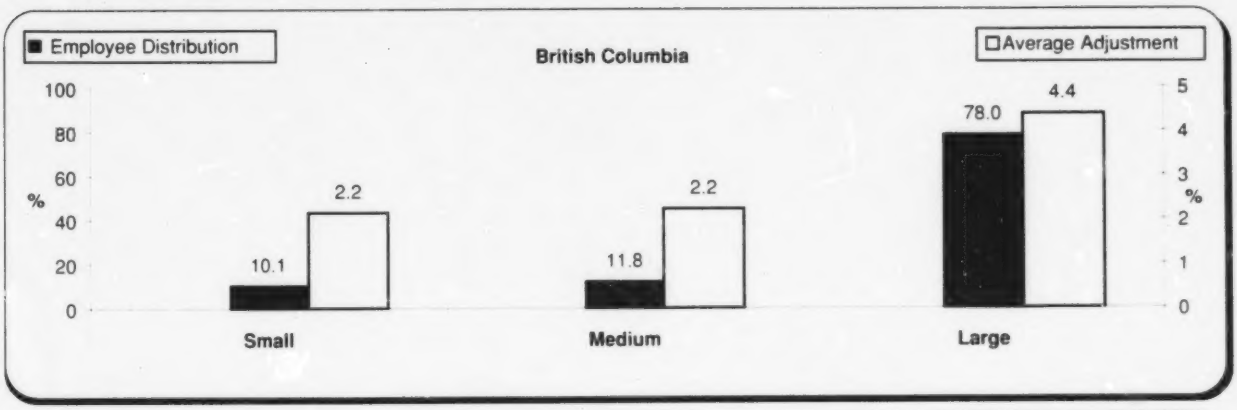


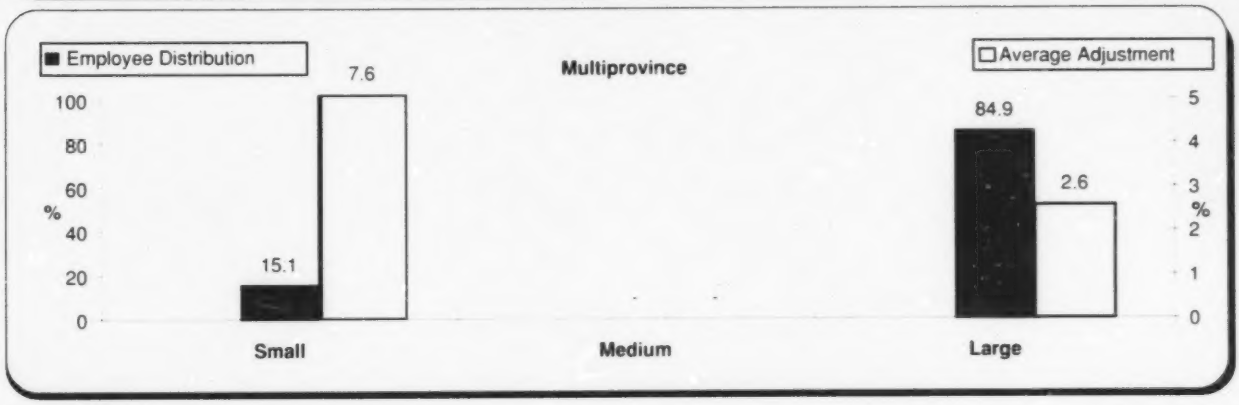


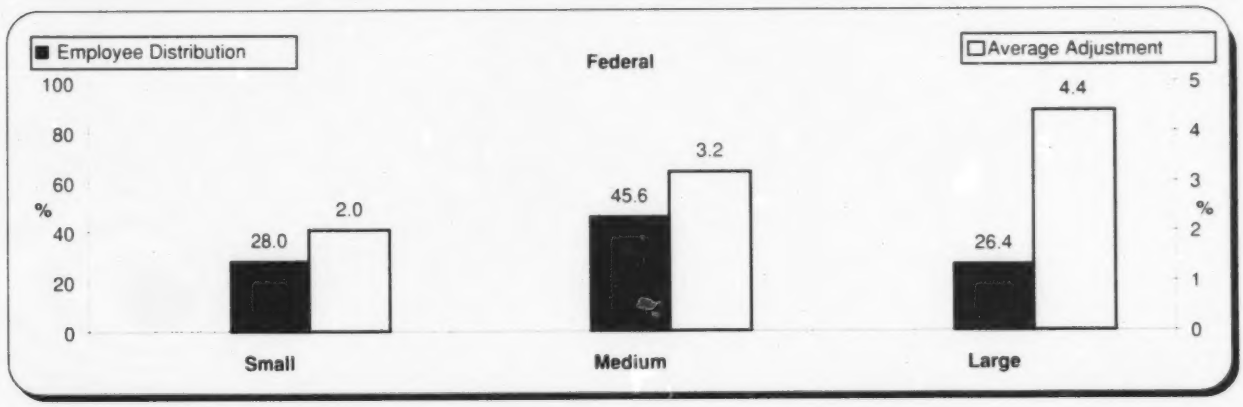


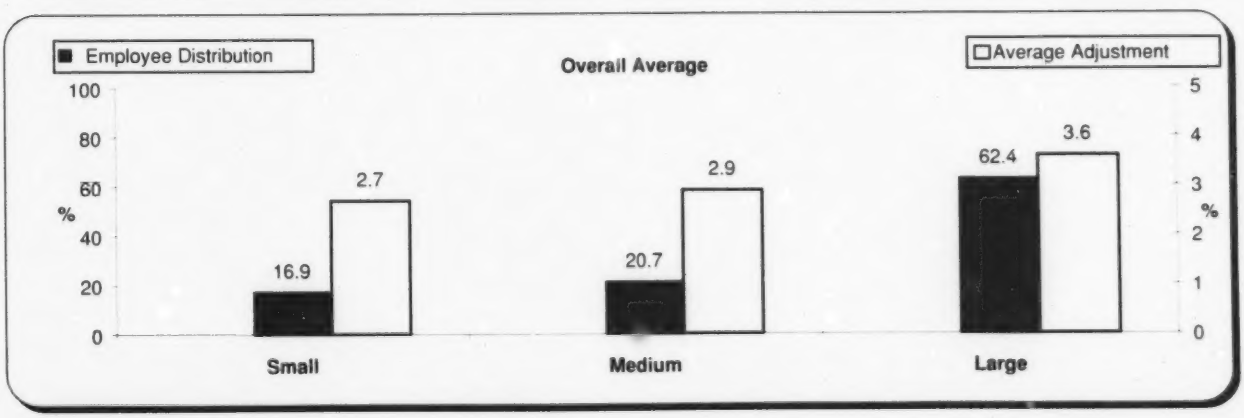


Third Quarter Average Wage Adjustments by Region









SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN NOVEMBER 2001

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
Shell Canada Limited - Waterton Complex, and maintenance employees, Pincher Creek, Alta.	100	3.2	3.5	36	2004/01/31
Manufacturing (1 agreement)					
Stanley Works, plant and maintenance employees, Smiths Falls, Ont.	240	3.6	7.8	36	2004/11/05
Wholesale and Retail Trade (1 agreement)					
National Grocers Co. Ltd., warehouse employees, Southern Ont. & Points in Que.	350	1.9	2.6	96	2009/09/30
Transportation (5 agreements)					
Association des transporteurs de la région de Montréal, truck drivers, Montréal, Que.	150	2.9 *	2.0	60	2006/09/30
Laidlaw Transit Ltd., bus drivers, Barrie, Ont.	200	2.7	2.5	24	2003/08/31
Montreal Airports, service and maintenance employees, Montréal, Que.	200	2.3	1.9	48	2005/03/31
Serca Foodservice Inc., warehouse employees, Calgary, Alta.	150	2.6	2.7	48	2005/03/26
Westcoast Energy Inc., technical employees, Fort St. John, B.C.	210	3.5	6.6	33	2003/12/31
Information and Culture (2 agreements)					
Telus Communications (Québec) Inc., scientific and other professionals, province-wide, Que.	490	3.1	3.0	36	2003/03/31
Télébec ltée, technical employees, Iles-de-la-Madeleine, Que.	160	3.4	6.1	32	2004/07/24
Education, Health and Social Services (3 agreements)					
Corp. of the County of Simcoe (Sunset, Simcoe & Trillium Manor), health service-non-professionals, Collingwood, Ont.	350	1.3	0.0	60	2003/06/30
Government of Northwest Territories, elementary and secondary teachers, territory-wide, N.W.T.	460	2.7	3.0	24	2003/08/31
Rainbow District School Board, plant and maintenance employees, Sudbury, Ont.	180	2.1	2.0	23	2003/06/30
Public Administration (1 agreement)					
House of Commons of Canada, security guards, Ottawa, Ont.	260	2.7	2.5	36	2003/05/31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

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Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information Directorate
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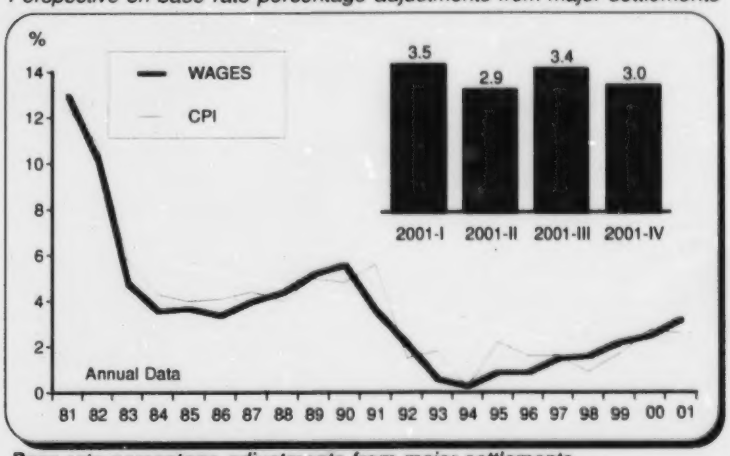
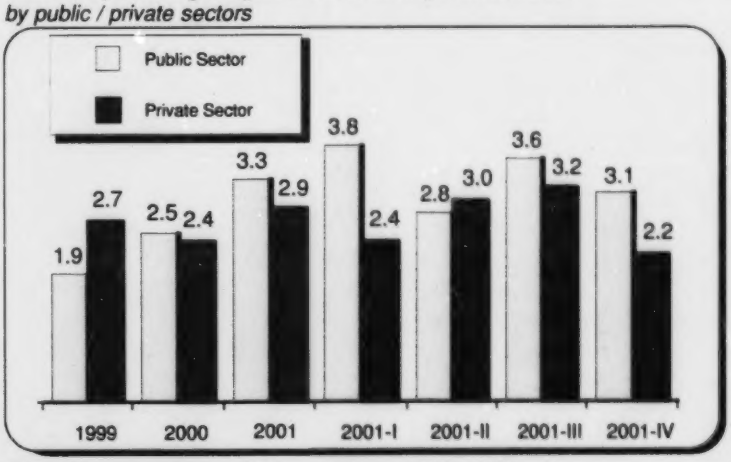
...TTLEMENTS BULLETIN

February 2002
Volume 13, issue 2

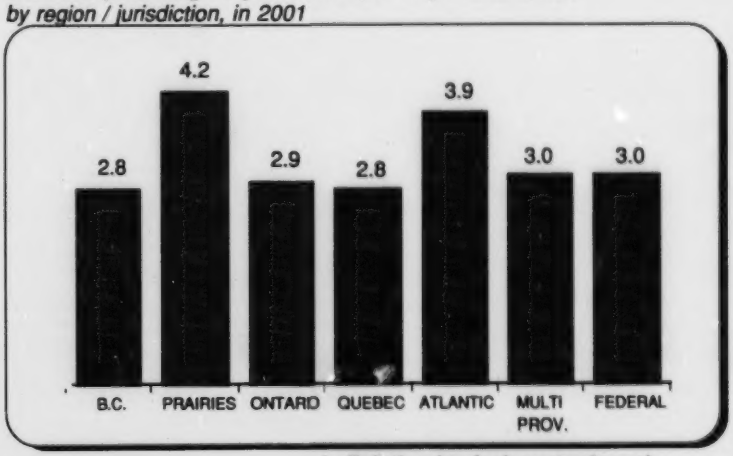
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction, in 2001



Le Bulletin existe également en français.

Wage Data for the Year 2001

Major collective bargaining settlements reached in the year **2001** provided base-rate wage adjustments averaging **3.2 per cent** annually over the contract-term, an increase from the 2.5 per cent average for the year 2000.

The results for the year 2001 are based on a review of 397 agreements covering 954,490 employees.

The average wage adjustment in the year 2001 was above the average in contracts they replaced. When the parties to the year 2001 settlements last negotiated, the resulting wage adjustments averaged only 1.9 per cent, compared to the 3.2 per cent adjustment in their year 2001 contracts.

Wage increases have risen moderately but steadily since the record low of 0.3 per cent in 1994. However, the 3.2 per cent gain in year 2001 remains well below the most recent annual peak of 5.6 per cent in 1990.

From 1991 to 1999, wage adjustments in the private sector have been above those in the public sector. This changed in the year 2000 when public-sector wage increases averaged 2.5 per cent, slightly above those in the private sector at 2.4 per cent. In 2001, public sector increases (3.3 per cent) remained above those in the private sector (2.9 per cent).

On a regional/jurisdictional basis, the largest increases were in Alberta (averaging 5.1 per cent). The smallest wage adjustments were in Manitoba (averaging 2.3 per cent). In other 2001 settlements, wage increases in the Atlantic provinces averaged 3.9 per cent; Ontario wage settlements averaged 2.9 per cent and the three Prairie Provinces as a group averaged increases of 4.2 per cent.

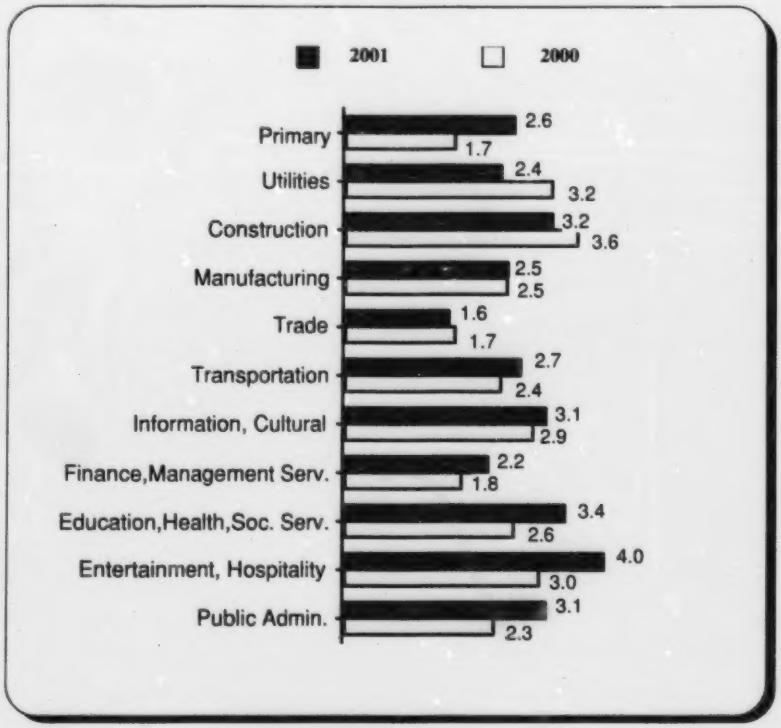
On an industry basis, the largest concentration of employees was in **education, health and social services**; 164 agreements provided 399,870 employees (41.9% of all employees covered) with wage adjustments averaging **3.4 per cent** The largest average increase was in

Canada

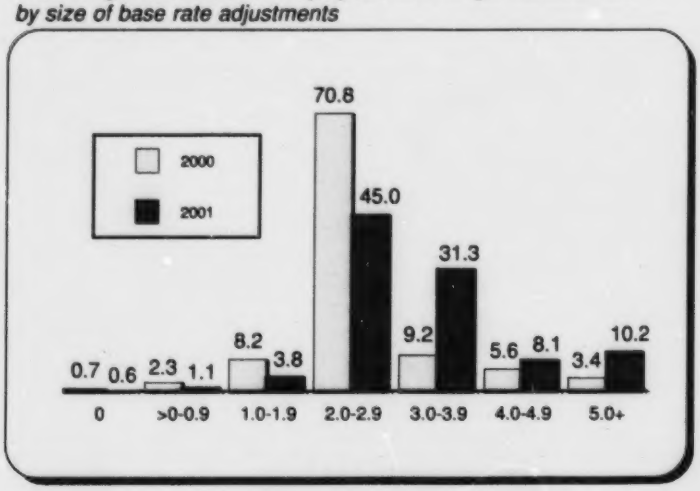
the **entertainment and hospitality sector** with only 4 agreements providing 6,350 employees with wage increases of **4.0 per cent**. The second largest concentration of employees (19.1% of employees) was in **construction**; 55 agreements provided 182,010 employees with wage increases averaging **3.2 per cent.** All remaining industry sectors had adjustments below the national average. In both **public administration**, and the **information and culture** sectors, wage increases averaged 3.1 per cent. In **transportation**, wage increases averaged **2.7 per cent**; in **primary** industries, **2.6 per cent**; in **manufacturing**, **2.5 per cent**; in **utilities**, **2.4 per cent**; in **finance**, **2.2 per cent** and in **trade**, **1.6 per cent**.

Wage adjustments from major settlements reached in the **fourth-quarter of the year 2001**, averaged **3.0 per cent**; these results are based on 71 agreements covering 230,710 employees. Wage adjustments in both the public and private sectors have been more moderate in the fourth quarter 2001 compared to those in the third quarter. Public sector increases averaged 3.1 per cent in the fourth quarter 2001 compared to 3.6 per cent in the third quarter. Private sector adjustments averaged 2.2 per cent in the fourth quarter, significantly lower than the 3.2 per cent figure recorded in the third quarter.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments

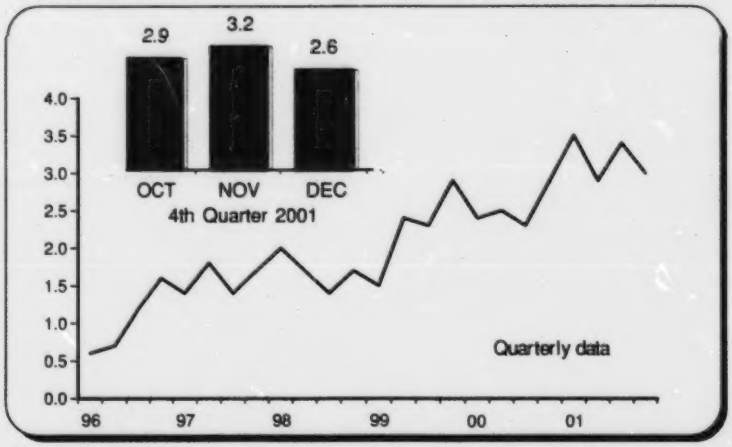


The distribution of settlements and employees by region/jurisdiction, in 2001

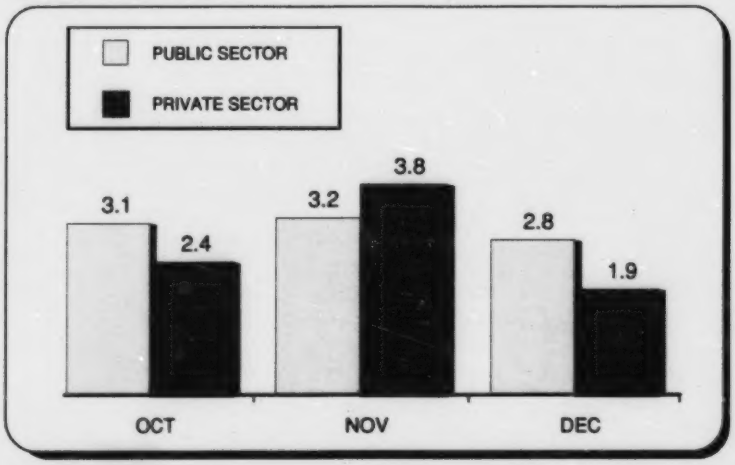
	Agreements	Employees
Atlantic provinces	30	59,980
Quebec	37	107,280
Ontario	167	288,560
Prairie Provinces	75	147,240
British Columbia	33	165,550
Multi province	9	14,950
Federal	46	170,930

Wage Data for December 2001

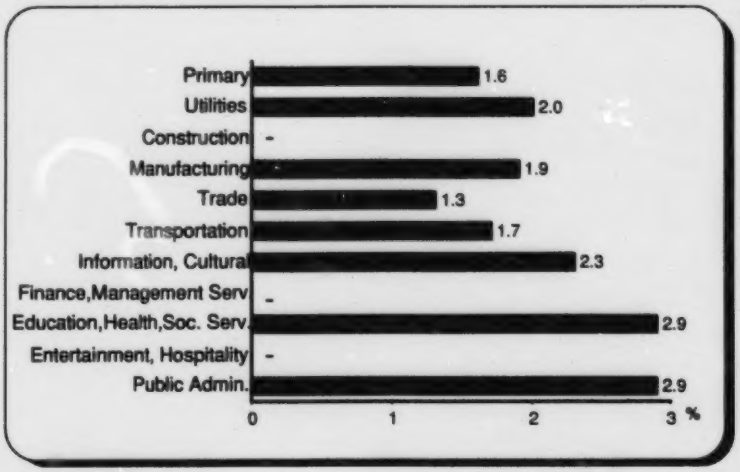
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments in major settlements, by industry, in December 2001



Base-rate wage increases from major collective bargaining settlements ratified in **December of 2001**, *averaged* **2.6 per cent** *annually over the* contract-term, down from the 3.2 per cent average in the previous month, and the annual average of 3.2 per cent recorded for 2001.

The December results are based on a review of only 23 settlements reached in the period, with a coverage of 45,220 employees. When the parties to these settlements previously negotiated (with contract durations averaging approximately 28 months), the resulting wage adjustments averaged 2.1 per cent, compared to the 2.6 per cent gain in their most recent settlements.

Public sector increases were larger than those in the private sector in December. Wage adjustments for 32,800 employees in 13 **public-sector** settlements averaged **2.8 per cent**, a slight decrease from 3.2 per cent in the previous month, and 3.1 per cent in October. In the **private sector**, 10 settlements reached in December provided wage adjustments averaging **1.9 per cent** for 12,420 employees, down substantially from 3.8 per cent the previous month and 2.4 per cent in October.

On an industry basis, the largest proportion of employees was in the **education, health and social services** sector with 19,810 employees in 7 agreements; wage increases averaged **2.9 per cent.** In **public administration,** 5 agreements provided 10,900 employees with wage increases also averaging **2.9 per cent**. In **information and culture**, a single agreement provided 1,670 employees with a wage gain averaging **2.3 per cent**. In **manufacturing** wage increases averaged **1.9 per cent** for 7,160 employees in 4 agreements. In **transportation**, 3 settlements provided 3,070 employees with wage increases averaging **1.7 per cent**. There was only a single agreement in the following industry divisions: wage increases averaged **2.0 per cent** in the **utilities** sector (1,000 employees); **1.6 per cent** in **primary industries** (570 employees) and **1.3 per cent** in the **trade** sector (1,040 employees).

On a regional/jurisdictional basis, wage adjustments, and the distribution of settlements and employees in December were:

	Wages(%)	Agts	Empls
Atlantic provinces	4.3	2	1,280
Quebec	2.1	1	2,630
Ontario	1.9	6	7,130
Prairie provinces	3.0	4	11,980
British Columbia	2.4	2	7,540
Federal	2.5	8	14,660

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001				2001		
				1	2	3	4	Oct	Nov	Dec
All Industries/Jurisdictions										
Average Annual Adjustment	2.2	2.5	3.2	3.5	2.9	3.4	3.0	2.9	3.2	2.6
Non-COLA	2.0	2.5	3.2	3.8	3.1	3.2	3.0	3.0	3.2	2.7
COLA	3.6	2.3	2.9	2.8	2.2	4.4	2.2	2.2	4.2	1.9
First Year Increase	1.9	2.3	3.4	4.3	2.9	3.7	3.0	2.8	3.5	1.7
Non-COLA	1.7	2.3	3.4	4.4	3.2	3.3	3.2	2.8	3.5	2.6
COLA	3.4	2.4	3.3	3.9	2.3	5.5	-1.3	2.5	3.6	-3.0
Industries										
Primary	2.2	1.7	2.6	2.2	2.9	2.4	2.3	-	2.8	1.6
Utilities	1.8	3.2	2.4	2.8	2.0	2.4	2.0	2.0	-	2.0
Construction	2.0	3.6	3.2	2.5	3.2	3.3	2.7	2.7	-	-
Manufacturing	3.6	2.5	2.5	1.9	2.7	3.1	2.3	2.1	4.1	1.9
Wholesale and Retail Trade	1.3	1.7	1.6	0.9	2.0	1.4	1.3	-	-	1.3
Transportation	2.8	2.4	2.7	2.7	2.9	3.0	2.0	3.5	-	1.7
Information and Cultural Industries	2.5	2.9	3.1	3.7	3.1	3.1	2.7	2.9	-	2.3
Finance, Management Services	2.8	1.8	2.2	2.9	2.0	3.1	1.4	1.4	-	-
Education, Health, Social Services	1.8	2.6	3.4	4.2	2.8	3.9	3.1	3.1	3.5	2.9
Entertainment,Hospitality Industry	2.6	3.0	4.0	3.0	4.3	2.7	-	-	-	-
Public Administration	2.2	2.3	3.1	3.1	3.0	3.0	3.1	2.1	3.1	2.9
Jurisdictions										
Newfoundland & Labrador	1.6	3.6	5.0	-	5.0	5.0	5.1	-	-	5.1
Prince Edward Island	2.7	2.2	3.1	2.5	-	3.1	3.3	-	3.3	-
Nova Scotia	2.1	2.2	3.6	2.0	2.4	4.5	2.4	2.4	-	-
New Brunswick	2.4	2.8	3.5	4.0	2.0	3.3	3.6	3.6	-	3.5
Quebec	1.6	2.4	2.8	4.4	2.3	2.7	3.6	2.2	4.8	2.1
Ontario	2.2	2.5	2.9	3.1	3.0	3.0	2.7	2.7	2.9	1.9
Manitoba	2.5	2.6	2.3	1.8	2.4	2.5	3.0	2.4	3.4	-
Saskatchewan	2.0	3.5	2.9	3.0	3.0	2.8	3.0	3.0	2.9	3.0
Alberta	4.0	4.5	5.1	5.8	4.6	5.1	4.3	4.6	4.4	2.9
British Columbia	0.8	1.6	2.8	2.7	2.1	4.1	2.3	1.8	-	2.4
Multi-Province	2.2	2.7	3.0	3.2	3.0	3.1	-	-	-	-
Federal Jurisdiction	2.8	2.2	3.0	3.3	3.2	3.6	2.8	3.0	2.8	2.5
Public Sector	1.9	2.5	3.3	3.8	2.8	3.6	3.1	3.1	3.2	2.8
Private Sector	2.7	2.4	2.9	2.4	3.0	3.2	2.2	2.4	3.8	1.9
Consumer Price Index	1.7	2.7	2.6	3.0	3.6	2.7	1.1	1.9	0.7	0.7

Data for the current month are preliminary.

Major Wage Settlements, by Public and Private Sectors, by Year and Quarter

	Public Sector				Private Sector				All Sectors			
	Agmts.	Dur. (Months)	Empls. (000's)	Avg. Adj. (%)	Agmts.	Dur. (Months)	Empls. (000's)	Avg. Adj. (%)	Agmts.	Dur. (Months)	Empls. (000's)	Avg. Adj. (%)
Year												
1981	290	18.9	577.6	13.1	210	27.3	323.4	12.6	500	21.9	901.0	13.0
1982	319	14.6	865.1	10.4	189	25.2	282.2	9.5	508	17.2	1,147.3	10.2
1983	458	19.6	1,241.6	4.6	200	25.0	302.8	5.5	658	20.6	1,544.3	4.8
1984	276	17.0	635.2	3.9	283	26.1	521.0	3.2	559	21.1	1,156.2	3.6
1985	316	21.7	566.8	3.8	200	30.1	271.8	3.3	516	24.5	838.6	3.7
1986	321	25.3	709.2	3.6	232	26.0	412.2	3.0	553	25.6	1,121.5	3.4
1987	270	29.4	824.3	4.1	208	31.4	287.0	3.8	478	29.9	1,111.3	4.0
1988	301	24.0	698.6	4.0	241	27.2	484.1	5.0	542	25.3	1,182.7	4.4
1989	294	30.0	736.0	5.2	159	28.6	265.8	5.2	453	29.6	1,001.8	5.2
1990	283	27.4	677.8	5.6	224	29.7	468.5	5.7	507	28.4	1,146.4	5.6
1991	365	16.0	1,121.7	3.4	182	29.2	224.0	4.4	547	18.2	1,345.6	3.6
1992	301	21.7	975.9	2.0	195	32.2	330.9	2.6	496	24.3	1,306.8	2.1
1993	347	23.4	1,012.0	0.6	171	25.2	400.5	0.8	518	23.9	1,412.5	0.7
1994	299	26.5	719.8	-0.0	135	34.5	222.8	1.2	434	28.4	942.6	0.3
1995	215	31.5	629.6	0.6	186	35.9	278.4	1.4	401	32.8	908.0	0.9
1996	212	31.7	564.3	0.5	166	34.7	246.1	1.7	378	32.6	810.4	0.9
1997	220	30.3	370.3	1.1	159	38.1	321.9	1.8	379	33.9	692.2	1.5
1998	221	31.1	646.3	1.6	182	34.4	274.2	1.9	403	32.1	920.5	1.7
1999	219	35.0	510.6	1.9	158	38.4	314.3	2.7	377	36.3	824.9	2.2
2000	301	33.6	917.7	2.5	102	42.6	162.7	2.4	403	35.0	1,080.4	2.5
2001	250	31.4	677.6	3.3	147	35.9	276.9	2.9	397	32.7	954.5	3.2
Quarter												
1998 I	45	36.4	97.0	2.1	23	33.6	38.3	2.3	68	35.6	135.3	2.1
II	56	32.0	157.5	1.7	71	27.9	111.1	1.7	127	30.3	268.6	1.7
III	52	33.2	186.5	1.2	54	40.9	85.9	1.8	106	35.6	272.4	1.4
IV	68	25.9	205.3	1.7	34	39.9	38.9	2.2	102	28.1	244.2	1.8
1999 I	79	32.5	192.9	1.3	30	38.1	55.7	2.2	109	33.7	248.6	1.5
II	72	37.4	208.5	2.4	54	40.6	64.0	2.5	126	38.1	272.4	2.4
III	33	36.9	50.0	2.3	42	37.3	127.1	2.4	75	37.2	177.1	2.4
IV	35	33.4	59.3	2.1	32	38.3	67.5	3.8	67	36.0	126.7	3.0
2000 I	122	39.9	497.4	2.3	30	30.5	39.2	3.0	152	39.2	536.6	2.4
II	57	21.3	208.6	2.5	29	41.1	34.3	2.5	86	24.1	242.9	2.5
III	44	33.5	79.6	2.6	20	52.2	58.8	1.9	64	41.4	138.4	2.3
IV	78	29.3	132.0	3.0	23	41.0	30.5	2.2	101	31.5	162.5	2.9
2001 I	59	29.7	144.3	3.8	20	35.9	34.1	2.4	79	30.8	178.4	3.5
II	88	29.9	200.4	2.8	67	35.8	109.7	3.0	155	32.0	310.1	2.9
III	56	31.0	127.2	3.6	36	35.5	108.2	3.2	92	33.1	235.3	3.4
IV	47	34.4	205.8	3.1	24	38.0	24.9	2.2	71	34.8	230.7	3.0

Agmts. - Number of Agreements
Dur. - Average Agreement Duration
Empls. - Number of Employees
Avg. Adj. - Average Annual Adjustment

MAJOR SETTLEMENTS REACHED IN DECEMBER 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries (1 agreement)	**570**	**1.6**	**5.0**	**36**	
General Presidents' Maintenance Committee for Canada, service and maintenance employees, Mildred Lake, Alta.	570	1.6	5.0	36	2004/12/31
Utilities (1 agreement)	**1,000**	**2.0**	**2.0**	**12**	
Hydro One Inc., scientific and other professionals, province-wide, Ont.	1,000	2.0	2.0	12	2002/12/31
Manufacturing (4 agreements)	**7,160**	**1.9**	**-3.0**	**33.9**	
Algoma Steel Inc., administrative services employees, Sault Ste. Marie, Ont.	630	1.2 *	-8.3	32	2004/07/31
Algoma Steel Inc., production, Sault Ste. Marie, Ont.	3,150	1.6 *	-8.1	32	2004/07/31
Lear Corporation, plant and maint. employees, Kitchener, Ont.	750	3.1 *	3.3	36	2004/12/31
Pratt & Whitney Canada Inc., plant and maintenance employees, Longueuil, Que.	2,630	2.1 *	2.7	36	2005/02/28
Wholesale and Retail Trade (1 agreement)	**1,040**	**1.3**	**0.0**	**36**	
Okanagan Federated Shippers Labour Relations Association, plant and maintenance employees, Kelowna, B.C.	1,040	1.3	0.0	36	2004/08/31
Transportation (3 agreements)	**3,070**	**1.7**	**0.5**	**32.6**	
Air Canada Regional Inc., aircraft maintenance, System-Wide	870	1.2	0.0	24	2003/09/30
Air Canada Regional Inc., pilots, System-Wide	1,500	1.7	0.0	36	2004/12/31
Council of Marine Carriers, licensed personnel, Coast, B.C.	700	2.5	2.0	36	2003/09/30
Information and Culture (1 agreement)	**1,670**	**2.3**	**2.0**	**24**	
Canadian Broadcasting Corporation, technical employees, Canada-Wide (excl. Que. & N.B.)	1,670	2.3	2.0	24	2003/06/30
Education, Health and Social Services (7 agreements)	**19,810**	**2.9**	**2.7**	**36**	
Dufferin-Peel Catholic District School Board, plant and maintenance employees, Mississauga, Ont.	600	3.0	3.0	24	2003/09/30
Extendicare (Canada) Inc., health service-non-professionals, Regina, Sask.	580	3.0	3.0	36	2004/03/31
Government of Newfoundland and Labrador, health and social care professionals, province-wide, Nfld.	700	5.1	5.0	36	2004/06/30
Post-Secondary Employers' Association, post-secondary, non university teachers, province-wide, B.C.	6,500	2.6	2.0	36	2004/03/31
Saskatchewan Association of Health Organizations, service and maintenance employees, province-wide, Sask.	9,850	3.0	3.0	36	2004/03/31
University of New Brunswick, professors, Fredericton, N.B.	580	3.5	3.5	48	2005/06/30
University of Western Ontario, office and clerical employees, London, Ont.	1,000	1.7	1.7	36	2004/06/30
Public Administration (5 agreements)	**10,900**	**2.9**	**3.2**	**34.9**	
City of Calgary, firefighters, Calgary, Alta.	980	3.7	3.5	24	2001/12/31
Government of Canada, commerce officers, Canada-Wide	4,690	2.8	3.2	36	2003/06/21
Government of Canada, nurses, Canada-Wide, Multi	1,940	2.8	3.2	36	2003/09/30
Government of Canada, scientific and other professionals, Canada-Wide	2,670	2.8	3.2	36	2003/09/30
Government of Canada, ship maintenance, Halifax, N.S.	620	2.8	3.2	36	2003/12/31
Agreements with COLA (4 agreements)	**7,160**	**1.9 ***	**-3.0**	**33.9**	
Agreements without COLA (19 agreements)	**38,060**	**2.7**	**2.6**	**34.3**	
All Agreements (23 agreements)	**45,220**	**2.6**	**1.7**	**34.2**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	5,330	B/CO	Mar.00/Nov.01
•Canada Customs and Revenue Agency	PSAC and PIPS	45,080	MED/TENT	Oct.00/June01
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Air Canada	CUPE	4,500	B	Oct. 01
•Canada Post	PSAC/Postmasters	13,150	B/TENT	Oct/Dec 01
•CN Rail	various unions	5,230	PCB/TENT	June 01
•VIA	BLE	500	MED	Dec. 00
•Govt of Newfoundland and Labrador	Nurses	5,000	B	June 01
•Govt of Newfoundland and Labrador	Teachers	8,000	CO	August 01
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of Nova Scotia	N.S. Teachers' Union	10,600	B	Dec. 01
•Government of New Brunswick	CUPE (education)	2,500	CO	Mar. 01
•Bombardier (Que.)	IAM	7,400	B	Nov. 01
•Frigidaire (Que.)	IAM	750	B	Mar. 02
•Government of Ontario	AMAPCEO/OPSEU	52,800	B	Mar./Dec. 01
•City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	various
•Liquor Control Board of Ontario	LCBO Empls. Union	4,400	B	Mar. 02
•Toronto Transit Commission	ATU	7,890	B	Mar. 02
•MTS Communications (Man.)	IBEW	1,050	B	Jan. 02
•Regional Health Auth. of Manitoba	Nurses	10,050	B	Mar. 02
•Sask. Assn. of Health Organizations	Nurses	8,400	B	Mar. 02
•TELUS (B.C. & Alta.)	TWU	16,710	B	Dec. 00
•Health Authorities of Alberta	various unions	18,140	B	Mar. 02
•B.C. Hydro and Power Authority	various unions	4,050	B	Mar. 02

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

Wage Data for the Year 2001
For Small, Medium and Large Size Bargaining Units

Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. The small bargaining units represent a sample by industrial sector across Canada, while the large and medium bargaining units represent all bargaining units across Canada.

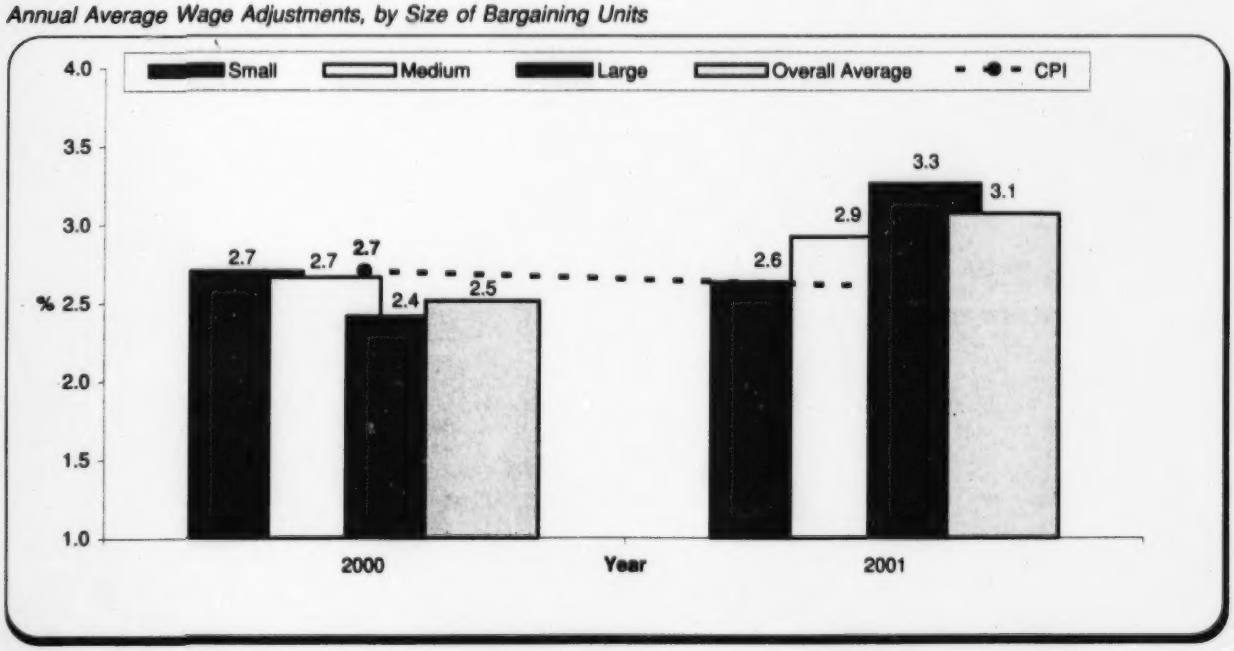
Among the 543 collective bargaining settlements reached in the year 2001, 146 settlements were in small bargaining units, 300 were in medium bargaining units, and 97 were in large bargaining units. During this period, the majority of employees and agreements were in the 2.0 to 2.9 per cent wage adjustment range while the overall base-rate wage adjustment averaged 3.1 per cent, up from 2.5 per cent reported in the year 2000.

Small bargaining units reported an average wage increase of 2.6 per cent, slightly lower than the 2.7 per cent reported in the year 2000. Close to half of the employees (47.4 per cent) and 43.8 per cent of agreements were in the 2.0 to 2.9 per cent range. Another 28.3 per cent of employees and 25.3 per cent of agreements were in the 3.0 to 3.9 per cent range. Public sector settlements provided an increase of 2.7 per cent compared to the private sector figure of 2.6 per cent. On a regional/jurisdictional basis, average increases ranged from a high of 3.7 per cent in the Atlantic provinces to a low of 2.2 per cent in British Columbia. On an industry basis, the Utilities sector, represented by a single agreement, had the largest average increase (3.8 per cent) while the Wholesale and Retail Trade sector reported the smallest increase at 1.7 per cent.

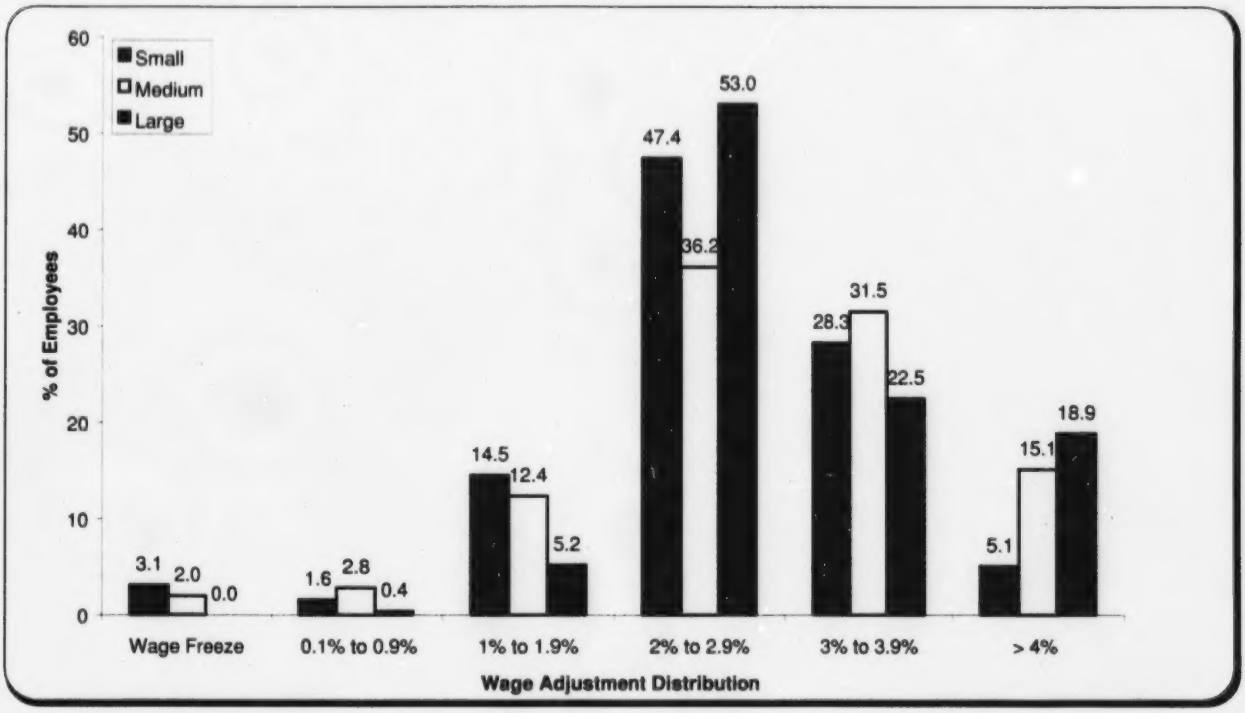
Medium bargaining units reported an average wage increase of 2.9 per cent, higher than the 2.7 per cent reported in the year 2000. This increase is lower than the overall average of 3.1 per cent for all bargaining units. There were 36.2 per cent of employees and 39.0 per cent of agreements in the 2.0 to 2.9 per cent range. More than a quarter of employees and agreements (31.5 and 29.3 per cent respectively) received wage adjustments in the 3.0 to 3.9 per cent range. Public sector settlements resulted in an average increase of 3.1 per cent, which is higher than the private sector increase of 2.7 per cent. On a regional/jurisdictional basis, the highest increase at 4.0 per cent was recorded in multiprovince agreements and the lowest at 1.8 per cent in British Columbia. On an industry basis, the Construction sector reported the highest increase at 3.4 per cent compared to the Wholesale and Retail Trade sector at 1.6 per cent.

Large bargaining units reported an average wage increase of 3.3 per cent, much higher than the figure reported for the year 2000 (2.4 per cent), and higher than the figure reported for small and medium sized bargaining units. Less than 10.0 per cent of both employees and agreements received wage adjustment under 2.0 per cent compared to 20.0 per cent in small bargaining units. The public sector average increase at 3.3 per cent was slightly higher than the private sector increase at 3.1 per cent. On a regional/jurisdictional basis, the highest increase was reported in the Prairie Provinces with an average increase of 4.7 per cent while Quebec reported the lowest increase at 2.7 per cent. On an industry basis, the Entertainment and Hospitality sector, with a single agreement covering 4400 employees, recorded the highest increase at 4.6 per cent, compared to the lowest increase in the Manufacturing sector at 1.8 per cent.

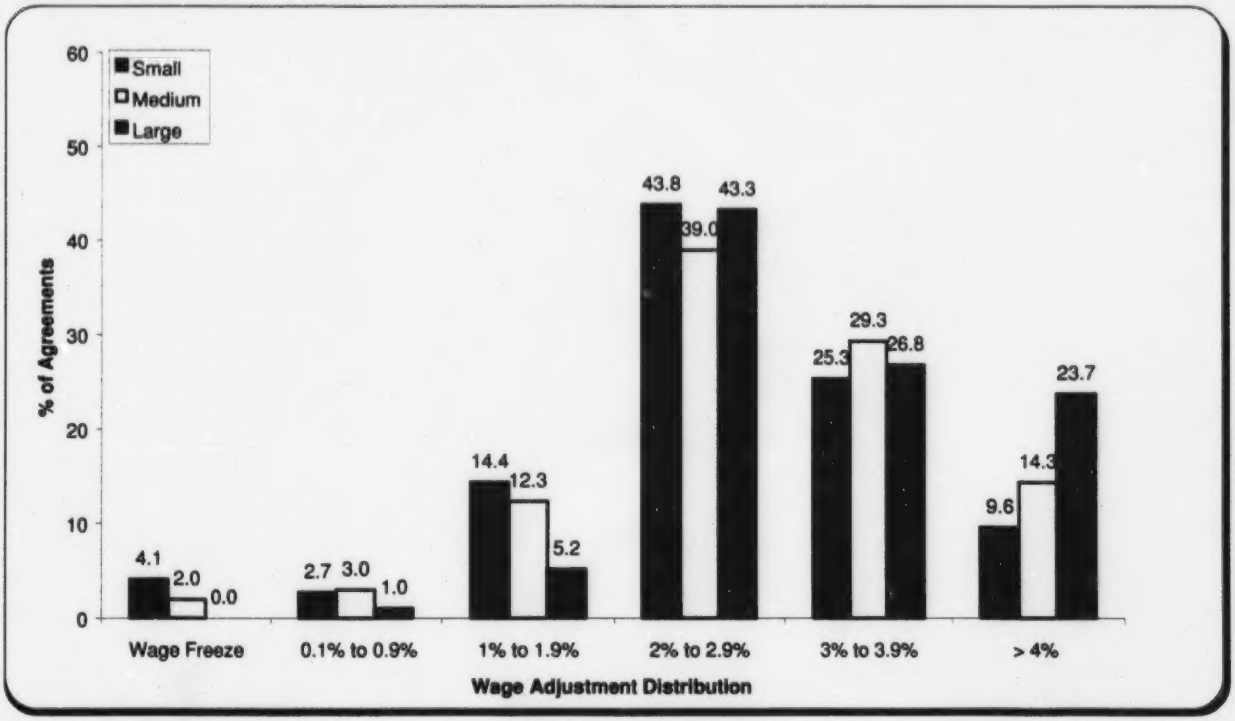
Annual Average Wage Adjustments, by Size of Bargaining Units



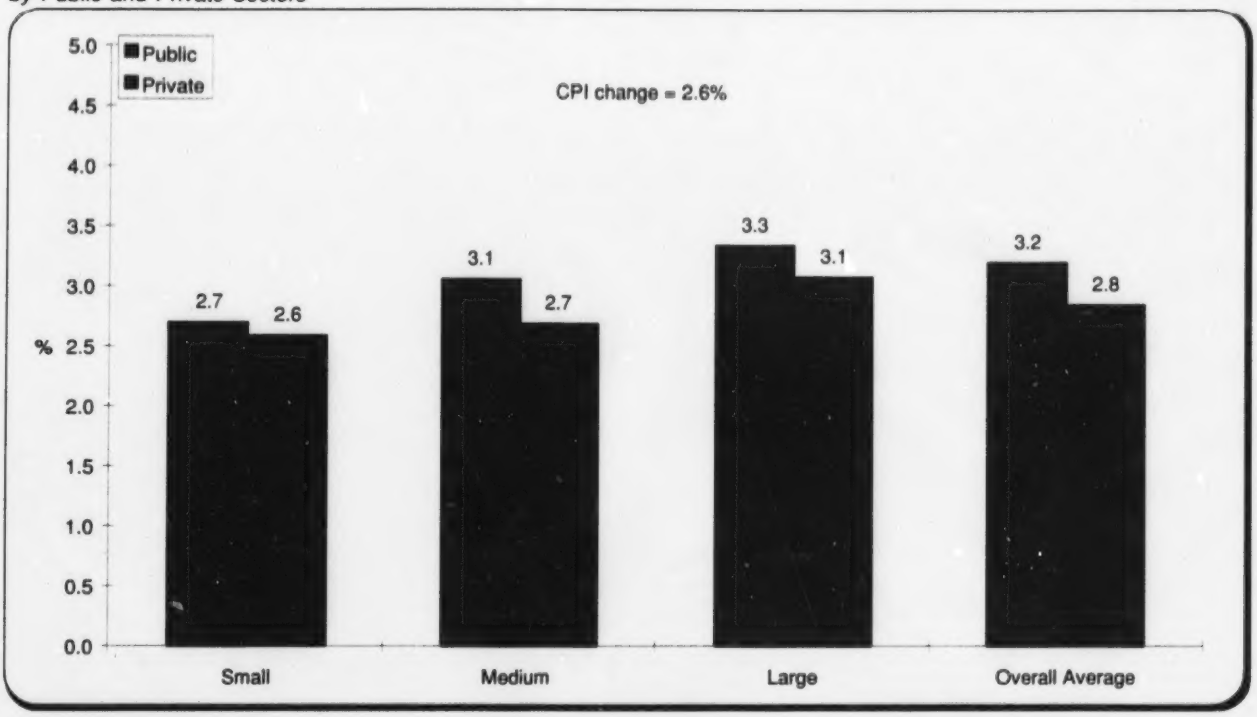
Wage Adjustment Distribution for the Year 2001
by Size of Bargaining Units and by Percentage of Employees



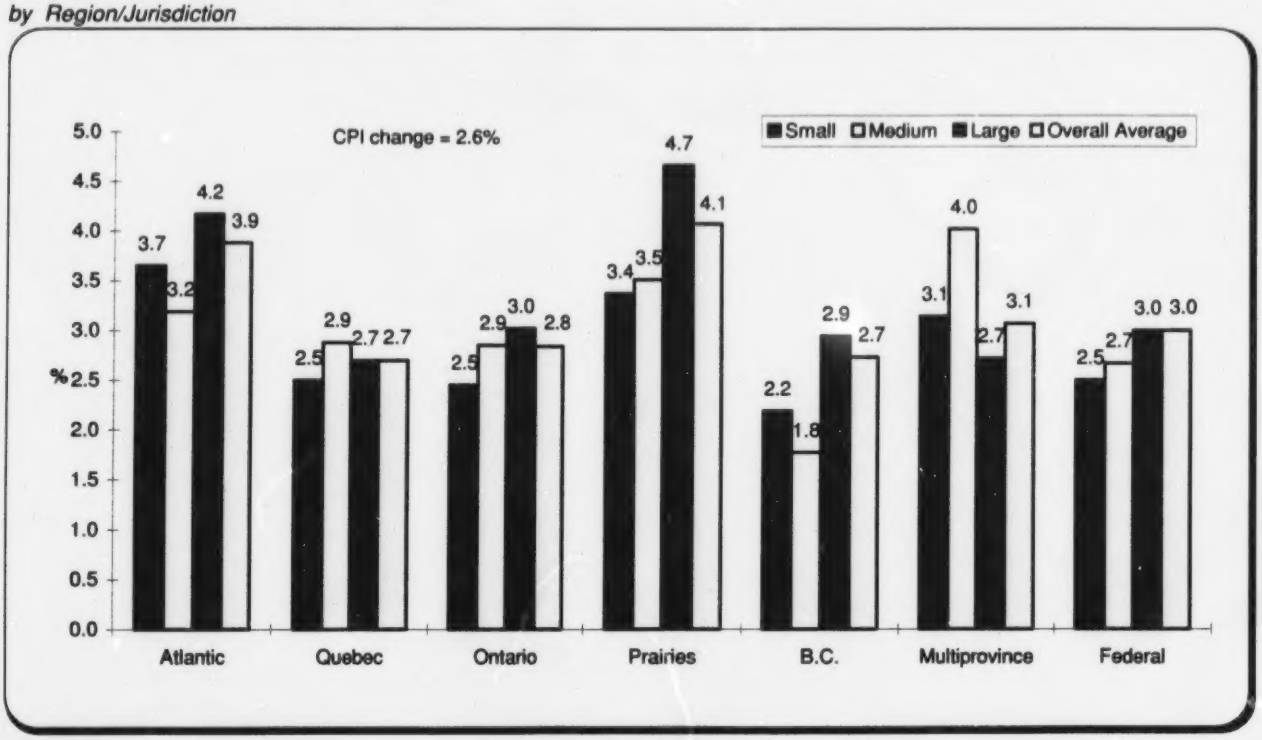
Wage Adjustment Distribution for the Year 2001
by Size of Bargaining Units and by Percentage of Agreements



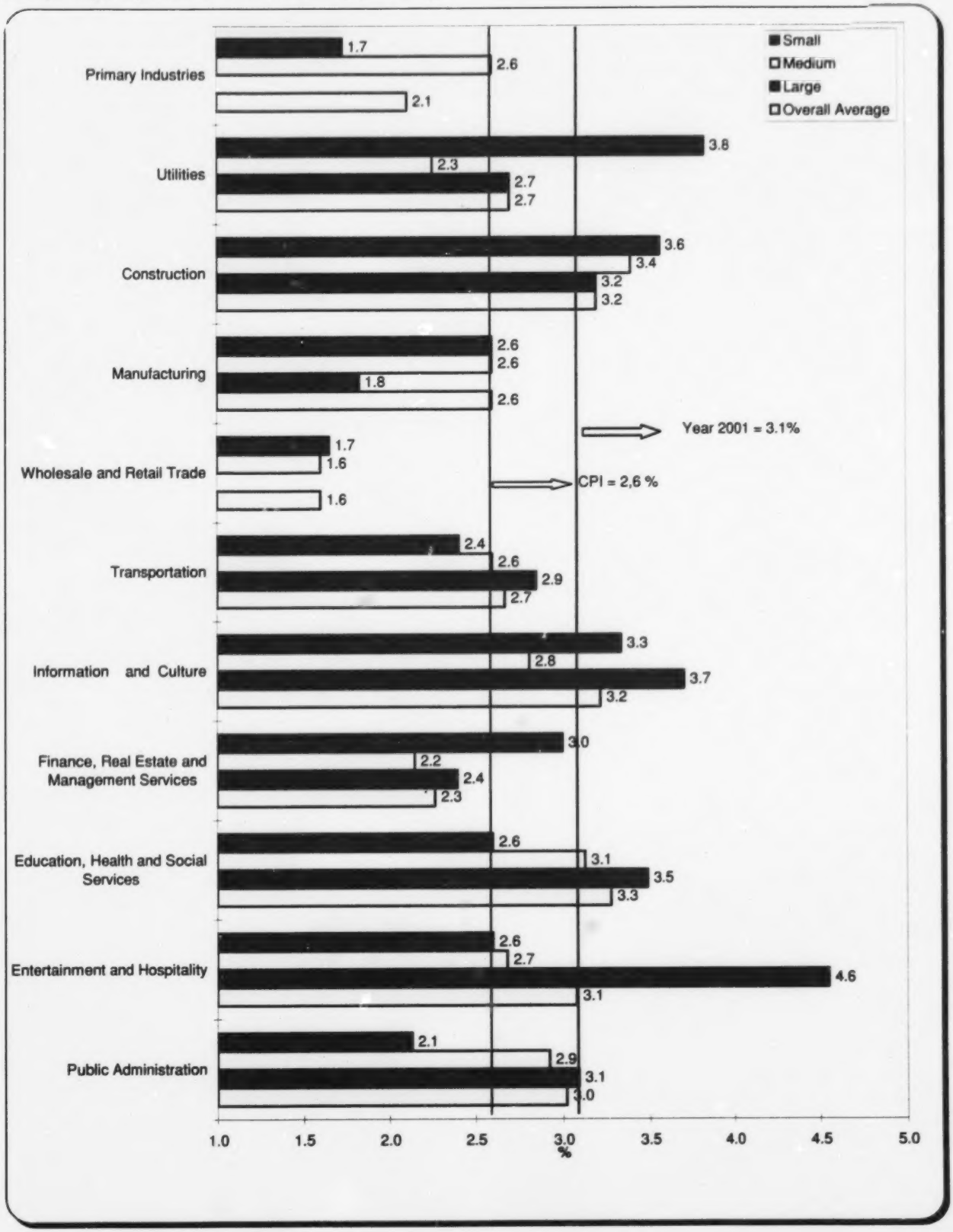
Average Wage Adjustments for the Year 2001,
by Public and Private Sectors



Average Wage Adjustments for the Year 2001,
by Region/Jurisdiction



Average Wage Adjustments for the Year 2001, by Industry



SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN DECEMBER 2001

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Construction (1 agreement)					
General Presidents' Maintenance Committee for Canada (Maintenance), service and maintenance employees, Fort Saskatchewan, Alta.	360	1.7	5.2	36	2004/12/31
Manufacturing (2 agreements)					
Lilydale Co-Operative Limited, plant and maintenance employees, Abbotsford, B.C.	230	0.9	0.0	24	2003/06/30
Société Hostess Frito-Lay, production, Levis, Que.	370	3.2 *	2.8	60	2006/05/27
Transportation (1 agreement)					
Council of Marine Carriers, unlicensed personnel, Coast, B.C.	410	2.5	2.0	36	2003/09/30
Education, Health and Social Services (1 agreement)					
Trillium Lakelands District School Board, secondary teachers, Lindsay, Ont.	450	3.0	3.0	12	2002/08/31
Entertainment and Hospitality (1 agreement)					
Cara Operations Ltd., hotel or restaurant employees, Vancouver Int'l. Airport, B.C.	250	0.0	0.0	12	2002/09/30
Public Administration (1 agreement)					
City of Trois-Rivieres, outside employees, Trois-Rivieres, Que.	100	0.3	0.0	72	2002/12/31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

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Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information Directorate
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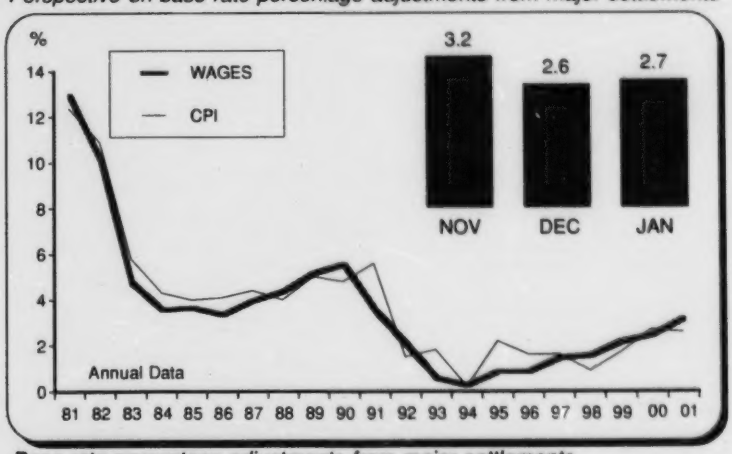
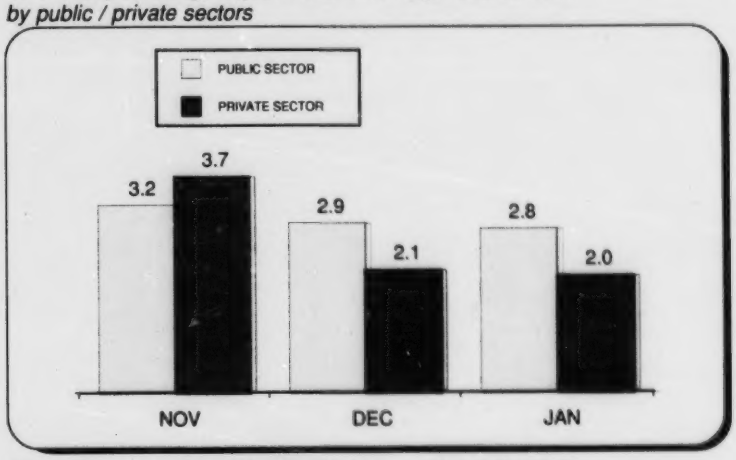
EMENTS BULLETIN

March 2002
Volume 13, Issue 3

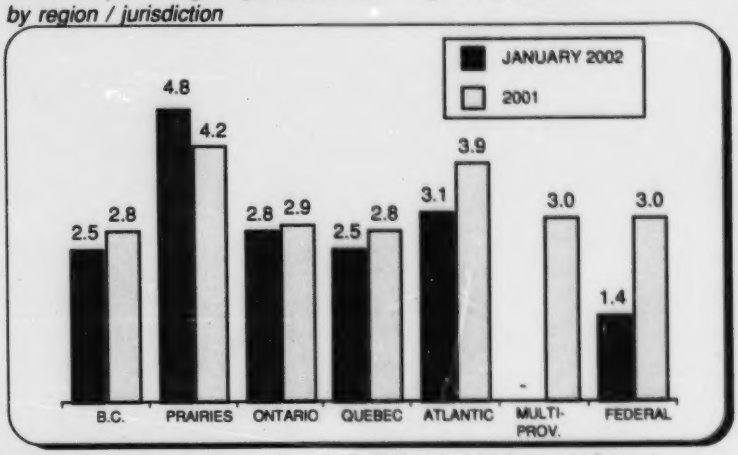
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for January 2002

Major collective bargaining settlements reached in **January 2002** provided base-rate wage increases averaging **2.7 per cent** annually over the contract-term. This was up fractionally from the 2.6 per cent average for December, but below the 3.2 per cent average for 2001.

The results for January 2002 are based on a review of 18 settlements reached in the period, with a coverage of 114,070 employees.

When the parties to the January 2002 settlements previously negotiated (with contract durations averaging 35.6 months), the resulting wage adjustments averaged 1.5 per cent, compared to the 2.7 per cent in their current round of settlements and a current average contract duration of 35.5 months.

Close to 90% of employees were concentrated in 2 wage ranges: 46.4% in the 2 to 2.9 per cent range and 43.4% in the 3 to 3.9 per cent range.

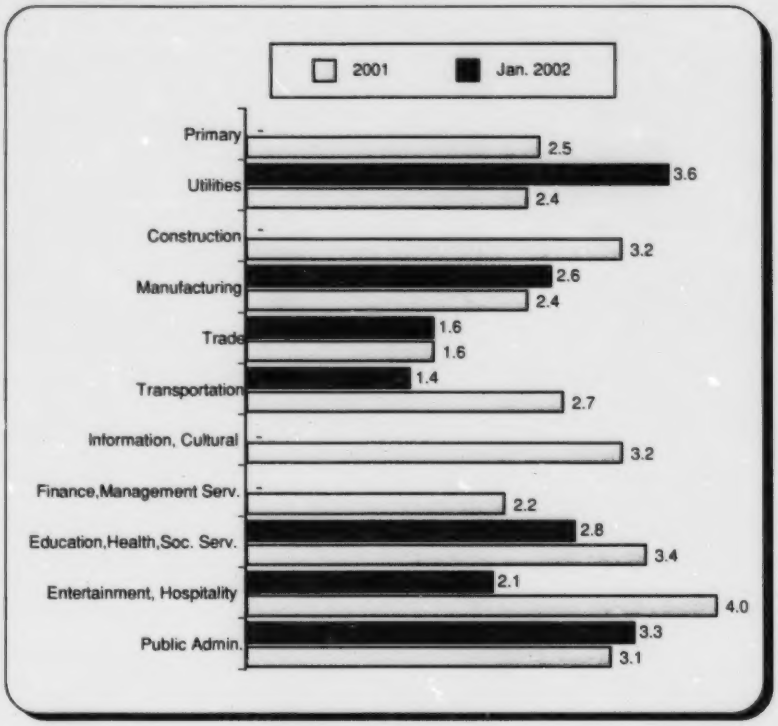
Public-sector wage adjustments for 98,600 employees in 11 settlements averaged **2.8 per cent**, down from the 2.9 per cent figure reached in the previous month, and the average of 3.2 per cent for the year 2001. **Private-sector** wage increases for 15,470 employees in 7 agreements averaged **2.0 per cent**, just a fraction below the previous month's figure of 2.1 per cent, and below last year's annual average of 2.9 per cent.

On a regional/jurisdictional basis, the largest average wage increases were reported in the Prairie provinces (2 agreements) at 4.8 per cent; the smallest in the Federal jurisdiction at 1.4 per cent (a single Air Canada settlement). In the remaining jurisdictions in descending order of magnitude were: the Atlantic provinces at 3.1 per cent (1 agreement); Ontario at 2.8 per cent (10 agreements); Quebec at 2.5 per cent (3 agreements) and British Columbia also at 2.5 per cent (1 agreement).

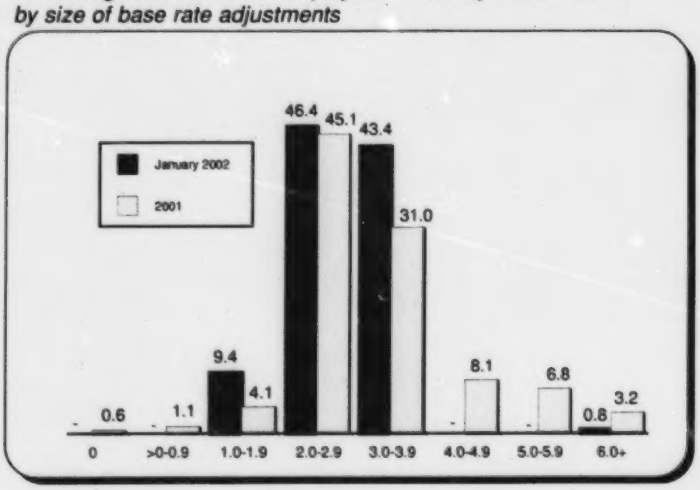
Canada

On an industry basis, the largest concentration of employees was in **education, health and social services**; 91,470 employees in 8 agreements received increases averaging **2.8 per cent**. Two settlements in this sector had a large impact on the monthly wage figure; 45,000 employees *and* the B.C. Public School Employers' Association settled for wage increases averaging 2.5 per cent, and 40,000 nurses *and* the Ontario Hospital Association received increases averaging 3.1 per cent. Four industry sectors were represented by single agreements; in **utilities**, wage increases averaged **3.6 per cent** (Bruce Power Inc.); in the **trade** sector, wage increases averaged **1.6 per cent** (New Dominion Stores); in **transportation**, wage increases averaged **1.4 per cent**; in **food, accomodation and entertainment**, wage increases averaged **2.1 per cent** (CNTU). In **manufacturing,** 4 agreements provided 7,320 employees with an average annual increase of **2.6 per cent**. In **public administration**, 2 agreements provided 4,780 employees with wage increases averaging **3.3 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	1	3,300
Quebec	3	6,150
Ontario	10	56,140
Prairie Provinces	2	2,430
British Columbia	1	45,000
Multiprovince	-	-
Federal	1	1,050

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001				2001		2002
				1	2	3	4	Nov	Dec	Jan
All Industries/Jurisdictions										
Average Annual Adjustment	2.2	2.5	3.2	3.5	2.9	3.4	3.0	3.2	2.6	2.7
Non-COLA	2.0	2.5	3.2	3.8	3.1	3.2	3.0	3.2	2.7	2.7
COLA	3.5	2.3	2.9	2.8	2.2	4.4	2.4	4.2	2.2	2.1
First Year Increase	1.9	2.3	3.4	4.3	2.9	3.7	3.0	3.5	1.8	2.7
Non-COLA	1.7	2.3	3.4	4.4	3.2	3.3	3.2	3.5	2.6	2.7
COLA	3.4	2.4	3.2	3.9	2.3	5.5	0.5	3.4	-1.6	1.8
Industries										
Primary	2.2	1.6	2.5	2.0	2.9	2.4	2.3	2.8	1.6	-
Utilities	1.8	3.5	2.4	2.8	2.0	2.4	2.3	-	2.0	3.6
Construction	2.0	3.6	3.2	2.5	3.2	3.3	3.4	-	4.1	-
Manufacturing	3.5	2.6	2.4	1.8	2.6	3.1	2.2	4.0	1.8	2.6
Wholesale and Retail Trade	1.3	1.7	1.6	0.9	2.0	1.4	1.3	-	1.3	1.6
Transportation	2.8	2.4	2.7	2.7	2.9	3.0	2.0	-	1.7	1.4
Information and Cultural Industries	2.5	2.9	3.2	3.7	3.1	2.8	2.9	-	2.8	-
Finance, Management Services	2.8	1.8	2.2	2.9	2.0	3.1	1.4	-	-	-
Education, Health, Social Services	1.8	2.6	3.4	4.2	2.8	3.9	3.1	3.5	2.9	2.8
Entertainment,Hospitality Industry	2.6	3.0	4.0	3.0	4.3	2.7	-	-	-	2.1
Public Admininistration	2.2	2.3	3.1	3.1	3.0	3.0	3.1	3.1	2.9	3.3
Jurisdictions										
Newfoundland & Labrador	1.6	3.6	5.0	-	5.0	5.0	5.1	-	5.1	-
Prince Edward Island	2.7	2.2	3.1	2.5	-	3.1	3.3	3.3	-	-
Nova Scotia	2.1	2.2	3.6	2.0	2.4	4.5	3.5	-	4.1	-
New Brunswick	2.4	2.8	3.5	4.0	2.0	3.3	3.6	-	3.5	3.1
Quebec	1.6	2.4	2.8	4.4	2.3	2.7	3.5	4.8	1.9	2.5
Ontario	2.1	2.5	2.9	3.0	3.0	3.0	2.6	2.9	1.9	2.8
Manitoba	2.5	2.6	2.3	1.8	2.4	2.4	3.0	3.4	-	3.5
Saskatchewan	2.0	3.5	2.9	3.0	3.0	2.8	3.0	2.9	3.0	6.9
Alberta	4.0	4.5	5.1	5.8	4.6	5.1	4.4	4.4	2.9	-
British Columbia	0.8	1.6	2.8	2.7	2.1	4.1	2.3	-	2.4	2.5
Multi-Province	2.2	2.7	3.0	3.2	3.0	3.1	-	-	-	-
Federal Jurisdiction	2.8	2.2	3.0	3.3	3.2	3.6	2.8	2.8	2.6	1.4
Public Sector	1.9	2.5	3.2	3.8	2.8	3.6	3.1	3.2	2.9	2.8
Private Sector	2.7	2.4	2.9	2.4	2.9	3.2	2.3	3.7	2.1	2.0
Consumer Price Index	1.7	2.7	2.6	3.0	3.6	2.7	1.1	0.7	0.7	1.3

Data for the month of January are preliminary.

MAJOR SETTLEMENTS REACHED IN JANUARY 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Utilities (1 agreement)	**2,350**	**3.6**	**3.1**	**24**	
Bruce Power LP and Bruce Power Inc., general tradesmen (non-constr.), prov.-wide, Ont.	2,350	3.6	3.1	24	31/12/2003
Manufacturing (4 agreements)	**7,320**	**2.6**	**2.3**	**29.6**	
Alcan Smelters and Chemicals Ltd., hourly rated employees, Jonquière, Que.	2,350	3.9	3.9	12	31/12/2002
Associated Clothing Manufacturers of the Province of Quebec, Inc., production, Montréal, Que.	3,200	1.5	0.8	48	30/11/2005
DuPont Canada Inc., plant and maintenance employees, Kingston, Ont.	1,150	2.9	3.0	24	27/01/2004
Kodak Canada Inc., plant and maintenance employees, Toronto, Ont.	620	2.5	2.5	12	03/11/2002
Wholesale and Retail Trade (1 agreement)	**6,500**	**1.6**	**1.6**	**36**	
New Dominion Stores (Division of A&P), retail employees, province-wide, Ont.	6,500	1.6	1.6	36	10/07/2004
Transportation (1 agreement)	**1,050**	**1.4**	**0.0**	**48**	
Air Canada Regional Inc., flight attendants, System-Wide	1,050	1.4	0.0	48	31/05/2005
Education, Health and Social Services (8 agreements)	**91,470**	**2.8**	**2.7**	**35.7**	
B.C. Public School Employers' Association, elementary and secondary teachers, prov.-wide, B.C.	45,000	2.5	2.5	36	30/06/2004
Conseil scolaire de district catholique Centre-Sud, elementary teachers, Toronto, Ont.	540	2.3	3.0	36	31/08/2004
Ontario Hospital Association, nurses, prov.-wide, Ont.	40,000	3.1	3.0	36	31/03/2004
Ottawa-Carleton District School Board, plant and maintenance employees, Nepean, Ont.	700	2.0	2.0	36	31/08/2004
University of Saskatchewan, professors, Saskatoon, Sask.	950	6.9	6.9	12	30/06/2002
University of Toronto, Instructors/Tutors/Lecturers, Toronto, Ont.	2,860	2.1	2.2	44	30/04/2005
Upper Grand District School Board, secondary teachers, Guelph, Ont.	760	2.2	2.2	12	31/08/2002
York Catholic District School Board, office and clerical employees, Aurora, Ont.	660	2.5	2.0	24	31/08/2003
Entertainment, Hospitality and Other Organizations (1 agreement)	**600**	**2.1**	**1.8**	**36**	
CSN et ses organismes affiliés, administrative and support employees, Montréal, Que.	600	2.1 *	1.8	36	31/05/2004
Public Administration (2 agreements)	**4,780**	**3.3**	**3.4**	**40.6**	
City of Winnipeg, police officers, Winnipeg, Man.	1,480	3.5	3.5	24	23/12/2002
Government of New Brunswick, administrative and support employees, province-wide, N.B.	3,300	3.1	3.3	48	31/12/2004
Agreements with COLA (1 agreement)	**600**	**2.1 ***	**1.8**	**36**	
Agreements without COLA (17 agreements)	**113,470**	**2.7**	**2.7**	**35.4**	
All Agreements (18 agreements)	**114,070**	**2.7**	**2.7**	**35.4**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	12,690	B/CO	Jan.01/Apr.02
•Canada Customs and Revenue Agency	PSAC and PIPS	41,480	TENT/B	Oct.00/June01
•Canadian Food Inspection Agency	PIPS	1,130	CO/TENT	Sep.00
•Air Canada	CUPE	4,500	CO	Oct. 01
•Canada Post	PSAC/Postmasters	10,000	B	Dec 01
•CN Rail	various unions	5,230	PCB/TENT	June 01
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•Aliant Telecom Inc. (Atlantic)	CEP & ACTWU	4,500	B	various
•Canadian Advertising Institute	ACTRA	3,800	B	Jan. 02
•Bombardier (Que.)	IAM	7,400	B	Nov. 01
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•B.C. Hydro and Power Authority	various unions	4,050	B	Mar. 02
•Government of N.W.T.	PSAC / Northern Workers	3,000	B	Mar. 02

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

Wage Data for the Fourth Quarter 2001
For Small, Medium and Large Size Bargaining Units

Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. The small bargaining units represent a sample by industrial sector across Canada, while the large and medium bargaining units represent all bargaining units across Canada.

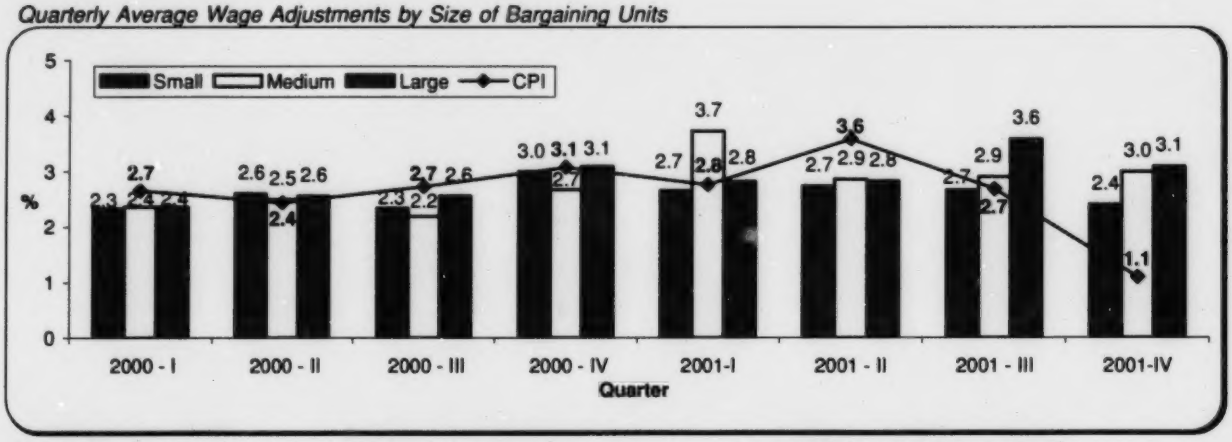
Among the 142 collective bargaining settlements reached in the **fourth quarter** of the year 2001, 44 settlements were in small bargaining units, 76 were in medium bargaining units, and 22 were in large bargaining units. During this period, the overall base-rate wage adjustment averaged 2.9 per cent.

Small bargaining units reported an average increase of 2.4 per cent; lower than the three previous quarters at 2.7 per cent in the year 2001. Half of the employees (50.9 per cent) and 45.5 per cent of agreements were in the 2.0 to 2.9 per cent range. Another 26.8 per cent of employees and 27.3 per cent of agreements were in the 3.0 to 3.9 per cent range. Public sector settlements provided an increase of 2.5 per cent compared to the private sector figure of 2.3 per cent.

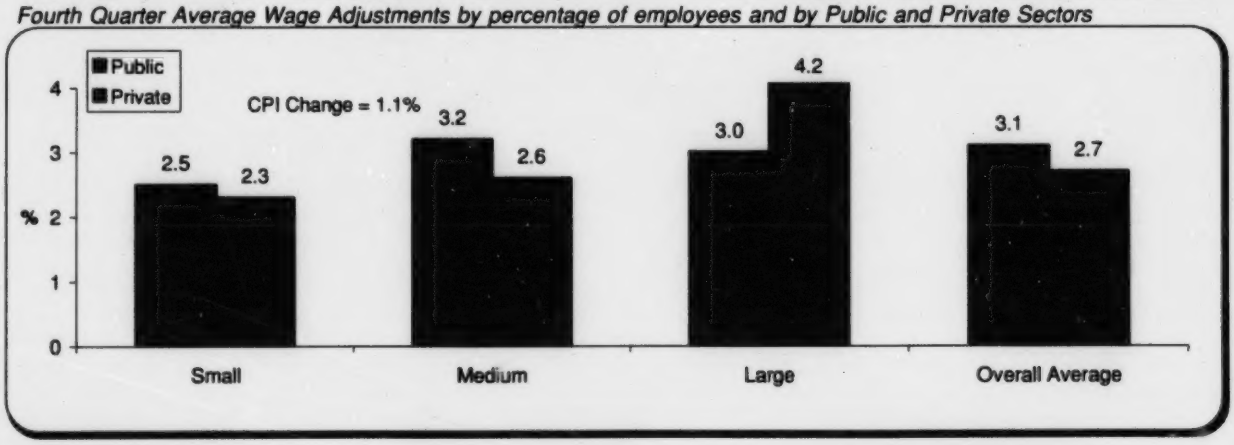
Medium size bargaining units reported an average wage increase of 3.0 per cent; slightly higher than the third and second quarter, but lower than the first quarter of the year 2001. This increase is much higher than the 2.4 per cent reported for small bargaining units. There were 39.5 per cent of employees and 40.8 per cent of agreements in the 2.0 to 2.9 per cent range. More than a quarter of employees and agreements (26.2 and 26.3 per cent respectively) received wage adjustments in the 3.0 to 3.9 per cent range. Public sector settlements resulted in an average increase of 3.2 per cent, which is higher than the private sector increase of 2.6 per cent.

Large size bargaining units reported an average wage increase of 3.1 per cent, higher than the first and second quarters (both at 2.8 per cent), but lower than the third quarter (3.6 per cent) of the year 2001. A large proportion of employees (78.2 per cent) and half of the agreements were in the 2.0 to 2.9 per range, while 10.6 per cent of employees and 27.3 per cent of agreements were in the 4.0 per cent and greater range. Contrary to the small and medium size bargaining units, the public sector average increase at 3.0 per cent was lower than the private sector increase at 4.2 per cent.

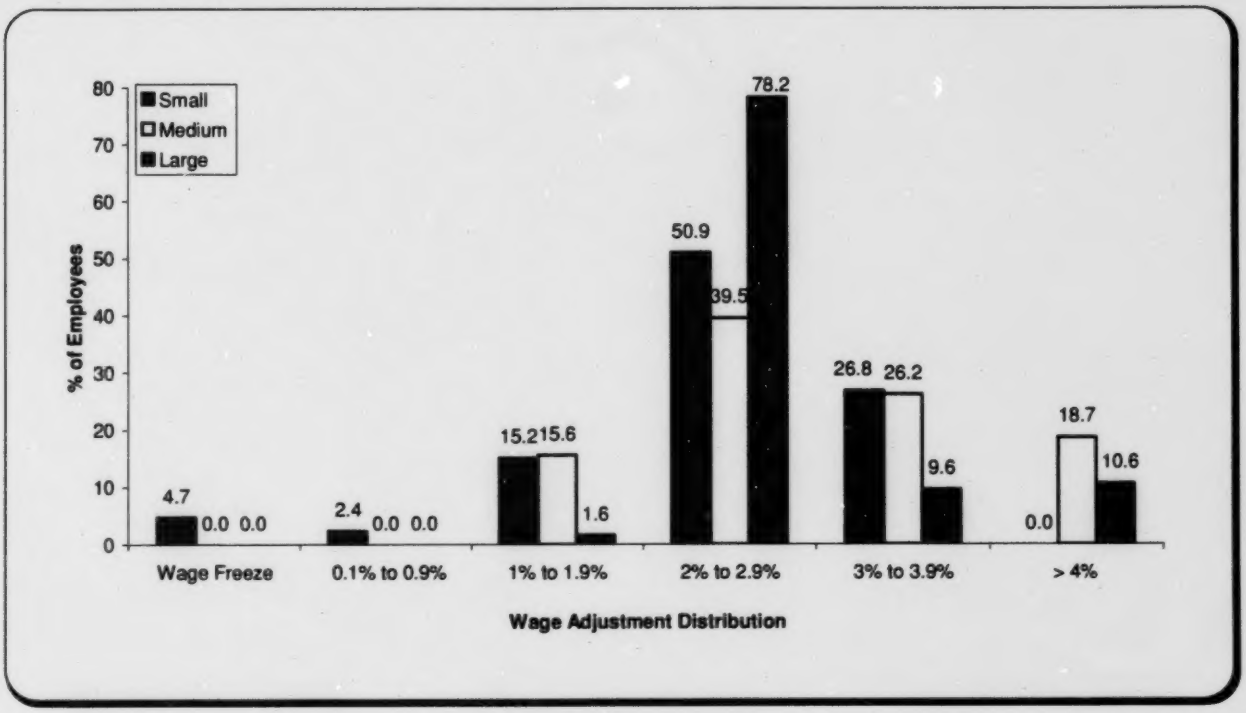
Quarterly Average Wage Adjustments by Size of Bargaining Units



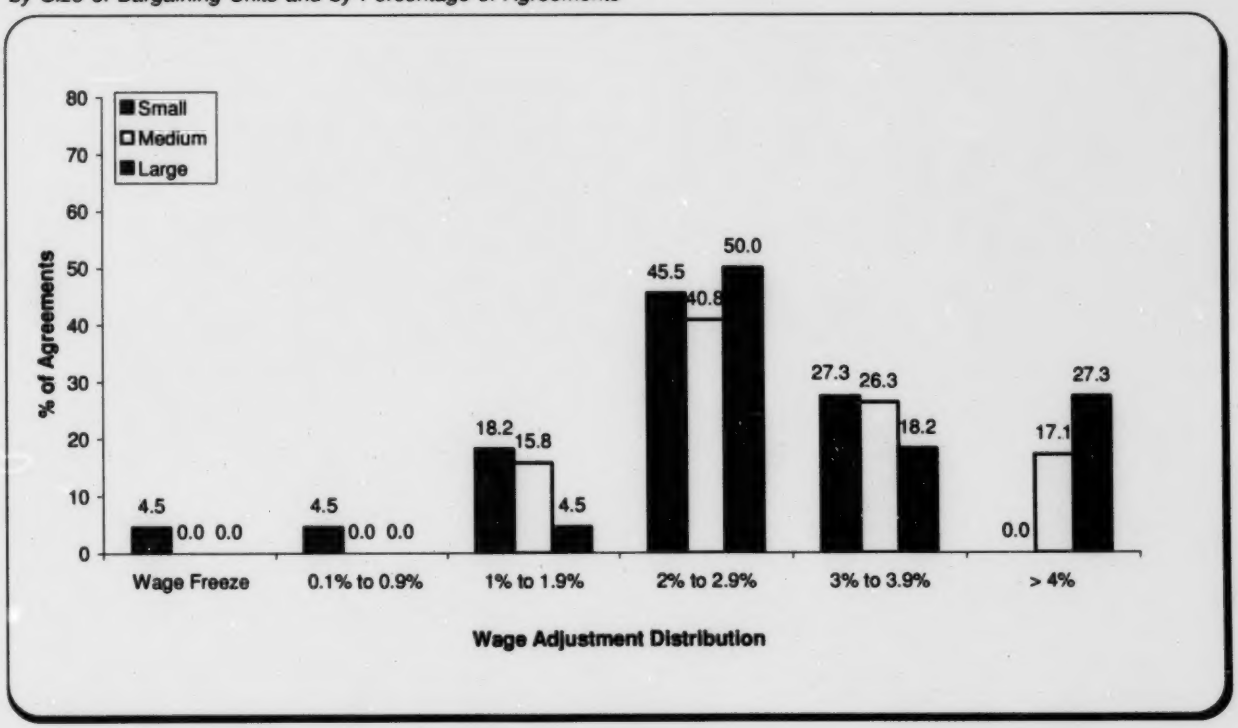
Fourth Quarter Average Wage Adjustments by percentage of employees and by Public and Private Sectors



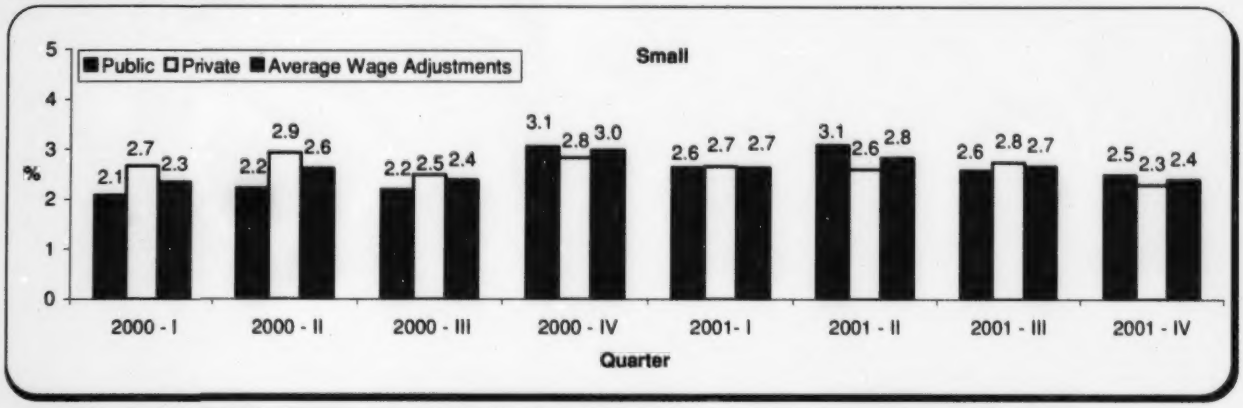
Wage adjustment distribution for the fourth quarter of the year 2001
by Size of Bargaining Units and by Percentage of Employees

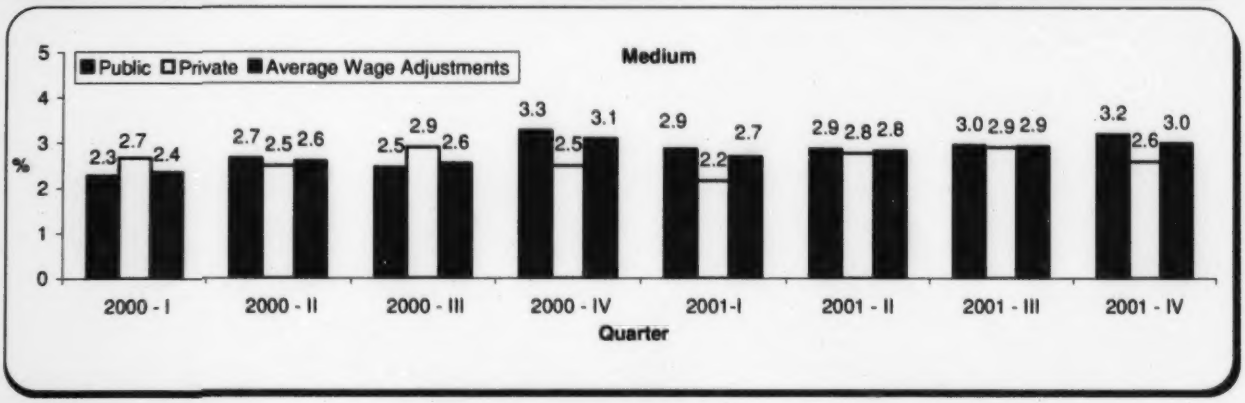


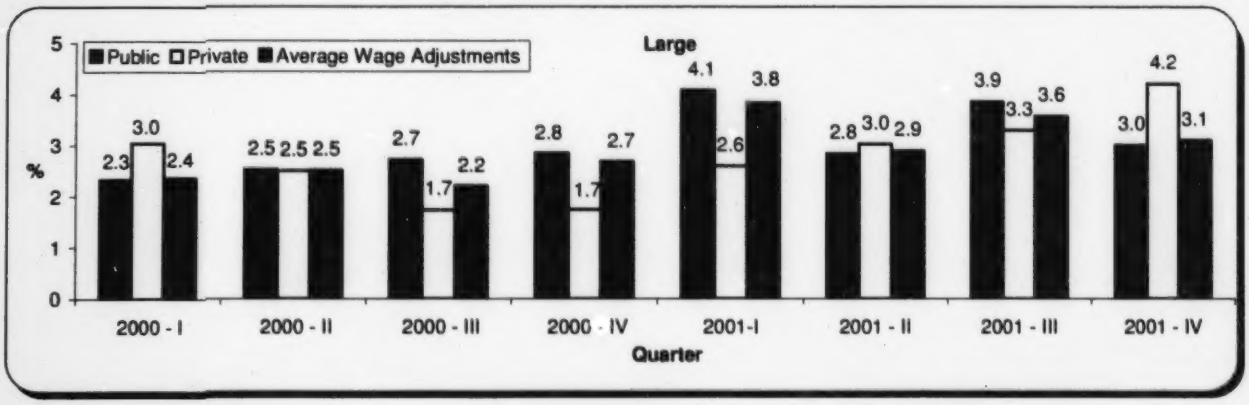
Wage adjustment distribution for the fourth quarter of the year 2001
by Size of Bargaining Units and by Percentage of Agreements

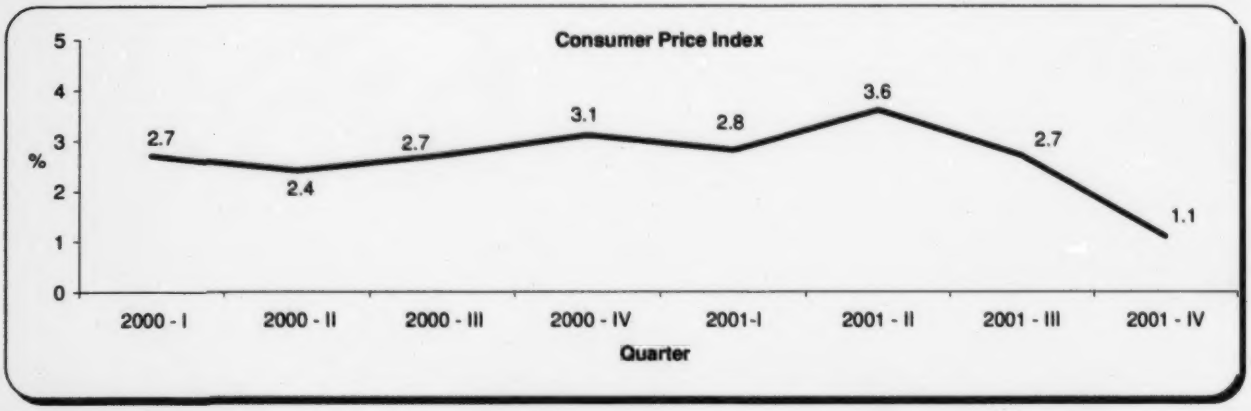


Quarterly Wage Adjustments by Public and Private Sectors









SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN JANUARY 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date dd/mm/yyyy
Primary Industries (1 agreement)					
Potash Corporation of Saskatchewan Inc. (Allan Div.), mine employees, Allan, Sask.	210	3.3	3.5	24	30/04/2002
Utilities (1 agreement)					
Alcan Smelters and Chemicals Ltd., Québec Electric Energy, general tradesmen (non-construction), Shipshaw, Que.	450	3.9	3.9	12	31/12/2002
Manufacturing (3 agreements)					
Alcan Smelters and Chemicals Ltd., hourly rated employees, Shawinigan, Que.	450	3.9	3.9	12	31/12/2002
Smurfit, production, Edmonton, Alta.	100	2.6	3.0	36	31/08/2004
Smurfit-MBI, production, Calgary, Alta.	140	2.6	3.0	36	31/08/2004
Transportation (3 agreements)					
Alcan Smelters and Chemicals Ltd., longshoremen, Port-Alfred, Que.	210	3.9	3.9	12	31/12/2002
GlobeGround North America, Inc., aircraft maintenance, Calgary, Alta.	170	0.0	0.0	31	31/07/2003
Imperial Parking Limited, parking attendants, Toronto, Ont.	110	1.8	1.1	36	31/12/2004
Information and Culture (1 agreement)					
Canadian Broadcasting Corporation, broadcast and TV employees, province-wide	380	1.7	0.0	60	12/12/2003
Education, Health and Social Services (5 agreements)					
CSD des écoles catholiques de Sud-Ouest, elementary and secondary teachers, Essex, Ont.	450	2.0	2.5	36	31/08/2004
Conseil scolaire de district catholique Centre-Sud, secondary teachers, Toronto, Ont.	140	2.3	3.0	36	31/08/2004
Conseil scolaire de district catholique Franco-Nord, elementary teachers, North Bay, Ont.	180	2.0	2.0	36	31/08/2004
Conseil scolaire de district catholique Franco-Nord, secondary teachers, North Bay, Ont.	100	2.0	2.0	36	31/08/2004
Conseil scolaire de district du Grand Nord de l'Ontario, secondary teachers, Sudbury, Ont.	210	2.3	3.0	36	31/08/2004
Entertainment and Hospitality (1 agreement)					
Embassy Suites Hotel, hotel or restaurant employees, Markham, Ont.	300	2.7	2.9	36	30/11/2004

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

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Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information Directorate
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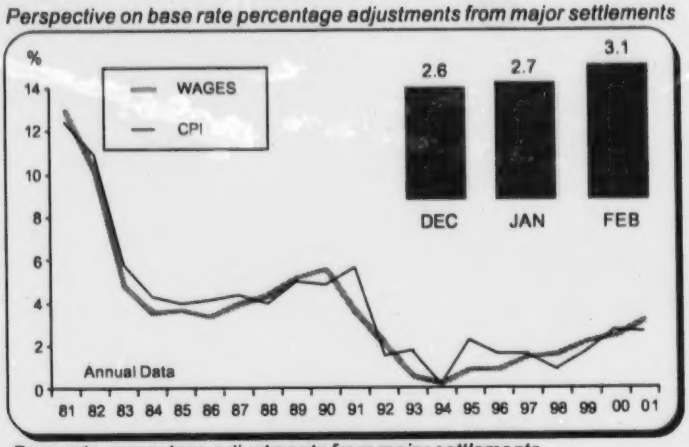
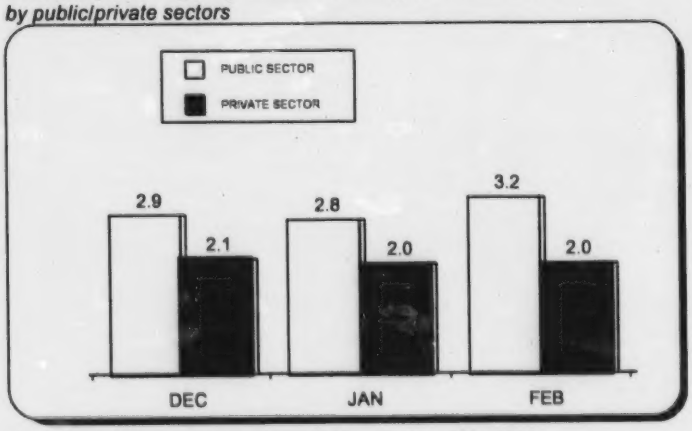
...EMENTS BULLETIN

April 2002
Volume 13, Issue 4

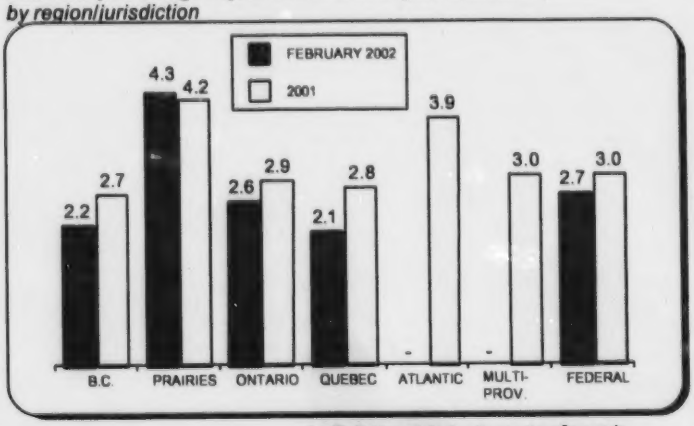
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region/jurisdiction



Le Bulletin existe également en français.

Wage Data for February 2002

Major collective bargaining settlements reached in **February 2002** provided base-rate wage increases averaging **3.1 per cent** annually over the contract-term. This is up slightly from the 2.7 per cent figure in the previous month, but is the same average recorded for the year 2001 as a whole.

The February 2002 results are based on a review of 19 settlements reached in the period, with a coverage of 19,480 employees.

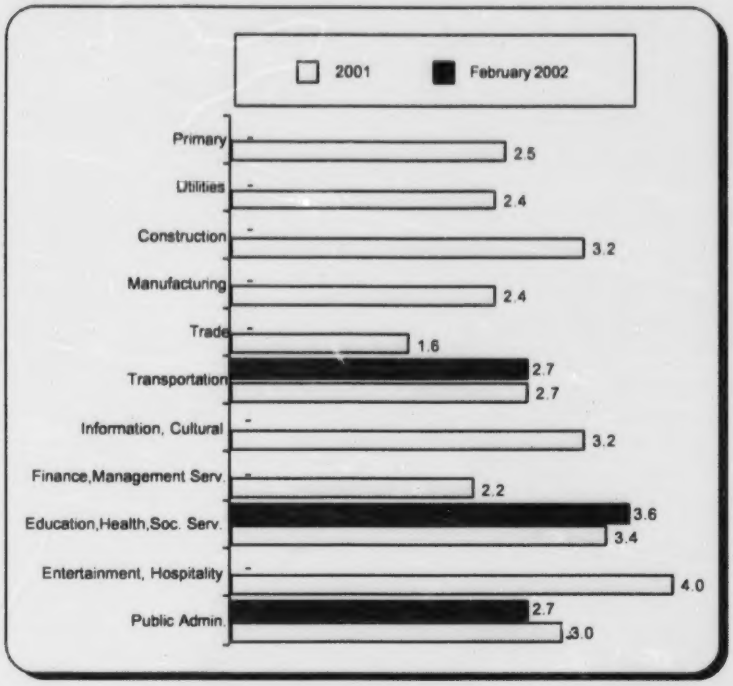
When the parties to the February 2002 settlements previously negotiated (with contract durations averaging 32.4 months), the resulting wage adjustments averaged 1.5 per cent, compared to the 3.1 per cent in their current round of settlements and a current average contract duration of 32.6 months.

Wage adjustments in February were largely comprised of public sector settlements (18 of 19 settlements covering 87.2% of all workers in February's major settlements). **Public-sector** wage adjustments for 16,980 employees in 18 settlements averaged **3.2 per cent,** up from the 2.8 per cent figure reached in the previous month, and the same as the average of 3.2 per cent for the year 2001. **Private-sector** wage increases for 2,500 CN Rail employees in a single agreement averaged **2.0 per cent,** the same average as in the previous month, but below last year's annual average of 2.9 per cent.

On a regional/jurisdictional basis, the largest average wage increases were reported in the Prairie Provinces (8 agreements) at 4.3 per cent; the smallest in Quebec at 2.1 per cent (2 agreements). In the Federal jurisdiction 6,930 employees in 4 agreements received increases averaging 2.7 per cent. In the remaining jurisdictions in descending order of magnitude were: Ontario at 2.6 per cent (3 agreements); British Columbia at 2.2 per cent (2 agreements). There were no agreements in the Atlantic Provinces or in the Multiprovince jurisdiction.

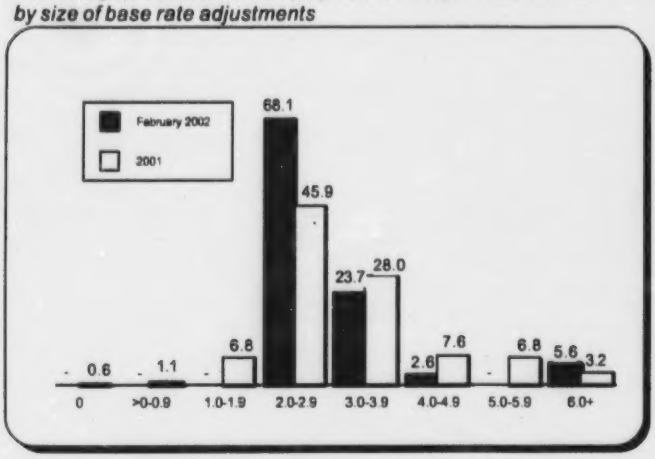
Canada

Base rate percentage adjustments from major settlements, by industry



On an industry basis, the largest concentration of employees was in **education, health and social services**; 8,880 employees in 11 agreements received increases averaging **3.6 per cent**. In **transportation,** 4 agreements provided 6,930 employees with an average annual increase of **2.7 per cent**. In **public administration**, 4 agreements also provided 3,670 employees with wage increases averaging **2.7 per cent**.

Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	-	-
Quebec	2	2,090
Ontario	3	2,540
Prairie Provinces	8	6,220
British Columbia	2	1,700
Multiprovince	-	-
Federal	4	6,930

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS

(effective average annual percentage adjustment in base rates)

	1999	2000	2001	2001				Year to	2001	2002	
				1	2	3	4	Date	Dec	Jan	Feb
All Industries/Jurisdictions											
Average Annual Adjustment	2.2	2.5	3.1	3.5	2.9	3.4	3.0	2.8	2.6	2.7	3.1
Non-COLA	2.0	2.5	3.2	3.8	3.1	3.2	3.0	2.8	2.7	2.7	3.2
COLA	3.5	2.3	2.8	2.8	2.1	4.3	2.4	2.8	2.2	2.1	2.9
First Year Increase	1.9	2.3	3.4	4.3	2.9	3.7	3.0	2.7	1.8	2.7	3.1
Non-COLA	1.7	2.3	3.4	4.4	3.2	3.3	3.2	2.7	2.6	2.7	3.2
COLA	3.4	2.4	3.2	3.9	2.3	5.4	0.5	2.7	-1.6	1.6	2.8
Industries											
Primary	2.2	1.5	2.5	2.0	2.9	2.4	2.3	-	1.6	-	-
Utilities	1.8	3.5	2.4	2.8	2.0	2.4	2.3	3.6	2.0	3.6	-
Construction	2.0	3.6	3.2	2.5	3.2	3.3	3.4	-	4.1	-	-
Manufacturing	3.5	2.6	2.4	1.8	2.7	3.0	2.2	2.6	1.8	2.6	-
Wholesale and Retail Trade	1.3	1.7	1.6	0.9	2.0	1.4	1.3	1.6	1.3	1.6	-
Transportation	2.8	2.4	2.7	2.7	2.9	3.0	2.0	2.5	1.7	1.4	2.7
Information and Cultural Industries	2.5	2.9	3.2	3.7	3.1	2.8	2.9	-	2.8	-	-
Finance, Management Services	2.8	1.8	2.2	2.9	2.0	3.1	1.4	-	-	-	-
Education, Health, Social Services	1.8	2.6	3.4	4.3	2.7	3.8	3.1	2.8	2.9	2.8	3.6
Entertainment,Hospitality Industry	2.6	3.0	4.0	3.0	4.3	2.7	-	2.1	-	2.1	-
Public Admininistration	2.2	2.3	3.0	3.0	3.0	3.0	3.1	3.2	2.9	3.5	2.7
Jurisdictions											
Newfoundland	1.6	3.6	5.0	-	5.0	5.0	5.1	-	5.1	-	-
Prince Edward Island	2.7	2.2	3.1	2.5	-	3.1	3.3	-	-	-	-
Nova Scotia	2.1	2.2	3.6	2.0	2.4	4.5	3.5	-	4.1	-	-
New Brunswick	2.4	2.8	3.4	3.9	2.0	3.3	3.6	3.1	3.5	3.1	-
Quebec	1.6	2.4	2.8	4.4	2.3	2.7	3.5	2.4	1.9	2.5	2.1
Ontario	2.1	2.5	2.9	3.0	3.0	2.9	2.6	2.8	1.9	2.8	2.6
Manitoba	2.5	2.6	2.3	1.8	2.4	2.4	3.0	2.9	-	3.5	2.8
Saskatchewan	2.0	3.5	2.9	3.0	3.0	2.8	3.0	6.9	3.0	6.9	-
Alberta	4.0	4.5	5.1	5.8	4.6	5.1	4.4	7.8	2.9	-	7.8
British Columbia	0.8	1.6	2.7	2.6	2.0	4.0	2.3	2.5	2.4	2.5	2.2
Multi-Province	2.2	2.7	3.0	3.2	3.0	3.1	-	-	-	-	-
Federal Jurisdiction	2.8	2.2	3.0	3.3	3.2	3.6	2.8	2.7	2.6	3.0	2.7
Public Sector	1.9	2.5	3.2	3.8	2.8	3.5	3.1	2.9	2.9	2.8	3.2
Private Sector	2.7	2.4	2.9	2.4	2.9	3.2	2.3	2.0	2.1	2.0	2.0
Consumer Price Index	1.7	2.7	2.6	3.0	3.6	2.7	1.1	1.4	0.7	1.3	1.5

Data for the month of February are preliminary.

MAJOR SETTLEMENTS REACHED IN FEBRUARY 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Transportation (4 agreements)	**6,930**	**2.7**	**2.7**	**36.9**	
Canada Post Corporation, technical employees, Canada-Wide	3,000	2.9 *	2.8	36	31/10/2004
Canadian National Railway Co., conductors, etc., System-Wide	2,500	2.0	2.0	36	31/12/2003
Government of Canada, ship's officers, Canada-Wide	930	2.8	3.2	36	31/03/2003
Marine Atlantic Inc., unlicensed personnel, System-Wide	500	4.1 *	4.0	48	31/12/2004
Education, Health and Social Services (11 agreements)	**8,880**	**3.6**	**3.6**	**27.5**	
B.C. Institute of Technology, instructors/tutors/lecturers, Burnaby, B.C.	600	2.0	2.0	36	30/06/2004
Black Gold Regional Division No. 18, elementary and secondary teachers, Nisku, Alta.	530	11.5	11.5	12	31/08/2002
London District Catholic School Board, support employees, London, Ont.	640	2.5	2.5	24	31/08/2003
Ottawa-Carleton District School Board, administrative and support employees, Ottawa, Ont.	800	2.0	2.0	36	31/08/2004
Red Deer Public School District No. 104, elementary and secondary teachers, Red Deer, Alta.	570	11.5	11.5	12	31/08/2002
River East School Division No. 9, elementary and secondary teachers, East Kildonan, Man.	860	3.0	3.0	24	30/06/2002
Seven Oaks School Division No.10, elementary and secondary teachers, Seven Oaks, Man.	640	3.0	3.0	24	30/06/2002
St. Vital School Division No. 6, elementary and secondary teachers, St. Vital, Man.	650	3.0	3.0	24	30/06/2002
Transcona-Springfield School Division No. 12, elementary and secondary teachers, Transcona, Man.	540	3.0	3.0	24	30/06/2002
University of Manitoba, support employees, Winnipeg, Man.	1,600	2.3	2.0	36	30/09/2004
University of Quebec, support employees, Montréal, Que.	1,450	2.0	2.5	30	30/11/2002
Public Administration (4 agreements)	**3,670**	**2.7**	**2.7**	**36.6**	
City of Edmonton, firefighters, Edmonton, Alta.	830	3.0	3.0	48	27/12/2003
City of Windsor, inside and outside employees, Windsor, Ont.	1,100	3.0 *	3.0	36	31/12/2004
District of Saanich, inside employees, Saanich, B.C.	1,100	2.3 *	2.2	36	31/12/2004
The Construction Commission of Quebec, office and clerical employees, province-wide, Que.	640	2.5	2.5	24	31/12/2002
Agreements with COLA (4 agreements)	**5,700**	**2.9 ***	**2.8**	**37.1**	
Agreements without COLA (15 agreements)	**13,780**	**3.2**	**3.2**	**30.7**	
All Agreements (19 agreements)	**19,480**	**3.1**	**3.1**	**32.6**	

**Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	17,300	B/CO	Jan.01/May02
•Canada Customs and Revenue Agency	PIPS	9,490	B	June01
•Canadian Food Inspection Agency	PIPS	520	CO	Sep.00
•Air Canada	CUPE	4,500	CO	Oct. 01
•Canada Post	PSAC/Postmasters	10,000	B	Dec. 01
•CN Rail	various unions	5,230	TENT	June 01
•VIA	BLE	500	MED	Dec. 00
•Govt of Newfoundland and Labrador	Nurses	5,000	CO	June 01
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of Nova Scotia	Teachers	10,600	B	Dec. 01
•Government of New Brunswick	CUPE (education)	4,140	TENT/B	Mar. 01/Feb.02
•Aliant Telecom Inc. (Atlantic)	CEP & ACTWU	4,500	B	various
•Canadian Advertising Institute	ACTRA	3,800	TENT	Jan. 02
•Government of Quebec	various unions	227,650	B/TENT	June 02
•Bombardier (Que.)	IAM	7,400	TENT	Nov. 01
•Electrolux (Que.)	IAM	750	B	Mar. 02
•Government of Ontario	OPSEU	46,800	WS	Dec. 01
•City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	various
•Liquor Control Board of Ontario	LCBO Empls. Union	4,400	B	Mar. 02
•Toronto Transit Commission	ATU	7,890	TENT	Mar. 02
•Regional Health Auth. of Manitoba	Nurses/MGEU/SCFP	24,150	TENT/B	Mar./Apr. 02
•Sask. Assn. of Health Organizations	Nurses	8,400	B	Mar. 02
•TELUS (B.C. & Alta.)	TWU	16,710	B	Dec. 00
•Health Authorities of Alberta	various unions	18,140	B	Mar. 02
•B.C. Hydro and Power Authority	OPEIU	2,650	B	Mar. 02
•Government of N.W.T.	PSAC / Northern Workers	3,000	B	Mar. 02

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Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:
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Wage Data for the Fourth Quarter 2001
For Small, Medium and Large Size Bargaining Units
(by Region and Industry)

Among the 142 collective bargaining settlements reached in the **fourth quarter** of the year 2001[1], 44 settlements were in small bargaining units, 76 were in medium bargaining units, and 22 were in large bargaining units. During this period, the overall base-rate wage adjustment averaged 2.9 per cent.

By Region

In the **Atlantic** provinces, the medium and large bargaining units reported base-rate wage adjustments in the 3.0 to 3.9 per cent range for 77.8 and 100.0 per cent of employees respectively. There were no small bargaining units reporting wage settlements.

In the province of **Quebec**, the majority of employees from the small bargaining units (64.4 per cent) were in the 2.0 to 2.9 per cent wage adjustment range, with an average adjustment of 2.1 per cent. In the medium bargaining units, wage adjustments are distributed between the 2.0 to 2.9 per cent range with 43.3 per cent of employees and the 4.0 per cent and plus range with 46.4 per cent of employees, and an average adjustment of 4.3 per cent. In the large bargaining units, a single agreement covering 2,630 employees provided an average wage adjustment of 2.1 per cent.

In the province of **Ontario,** 52.0 per cent of employees in small bargaining units were in the 3.0 to 3.9 per cent wage adjustment range, with an average of 2.5 per cent. A majority of employees were in the 2.0 to 2.9 per cent range: 53.3 per cent of employees in the medium sized bargaining units with an average of 2.6 per cent and 74.4 per cent of employees in the large bargaining units with an average of 2.8 per cent.

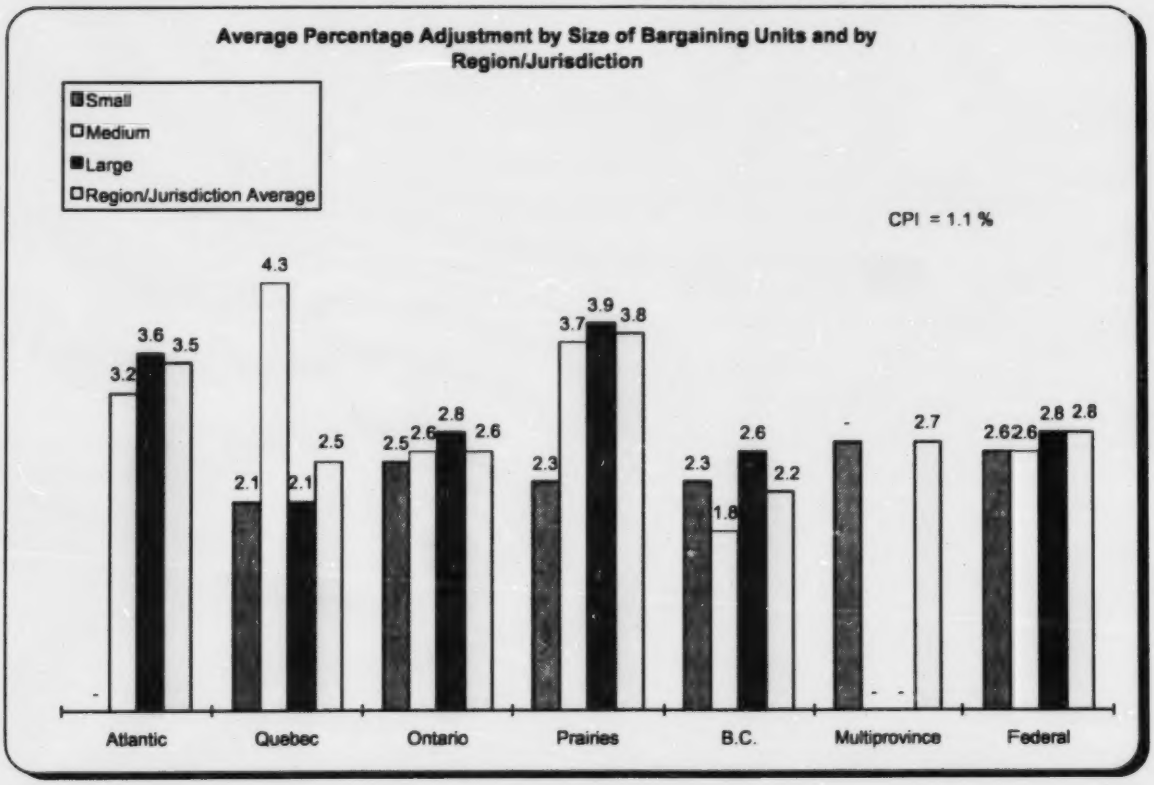
In the **Prairie** provinces, the majority of employees from the small bargaining units were in the lower half of wage adjustment range with 42.9 per cent of employees in the 1.0 to 1.9 and and 45.2 per cent of employees in the 2.0 to 2.9 per cent range. The average increase for these employees was 2.3 per cent. The 4.0 per cent and greater wage adjustment range represented 52.8 and 46.1 per cent of employees in the medium and large bargaining units respectively. The overall average increase in medium sized bargaining units was 3.7 per cent and in the large bargaining units, it was 3.9 per cent.

In the province of **British Columbia**, the majority of employees (62.3 per cent) in the small bargaining units were the 2.0 to 2.9 per cent wage adjustment range, with an average increase of 2.3 per cent. Medium size bargaining units reported 56.7 and 43.3 per cent of employees in the 1.0 to 1.9 and 2.0 to 2.9 per cent adjustment range respectively, with an overall average of 1.8 per cent. In the large bargaining units, a single agreement covering 6,500 employees provided an average increase of 2.6 per cent.

In the **Federal** jurisdiction, the majority of the small and medium sizes bargaining units (51.3 and 52.7 per cent of employees) were in the 2.0 to 2.9 per cent wage adjustment range. In the large bargaining units, all agreements were in 2.0 to 2.9 per cent range, averaging a 2.8 per cent increase.

[1] As of extraction date of January 2002.

Average Percentage Adjustment by Size of Bargaining Units and by Region/Jurisdiction



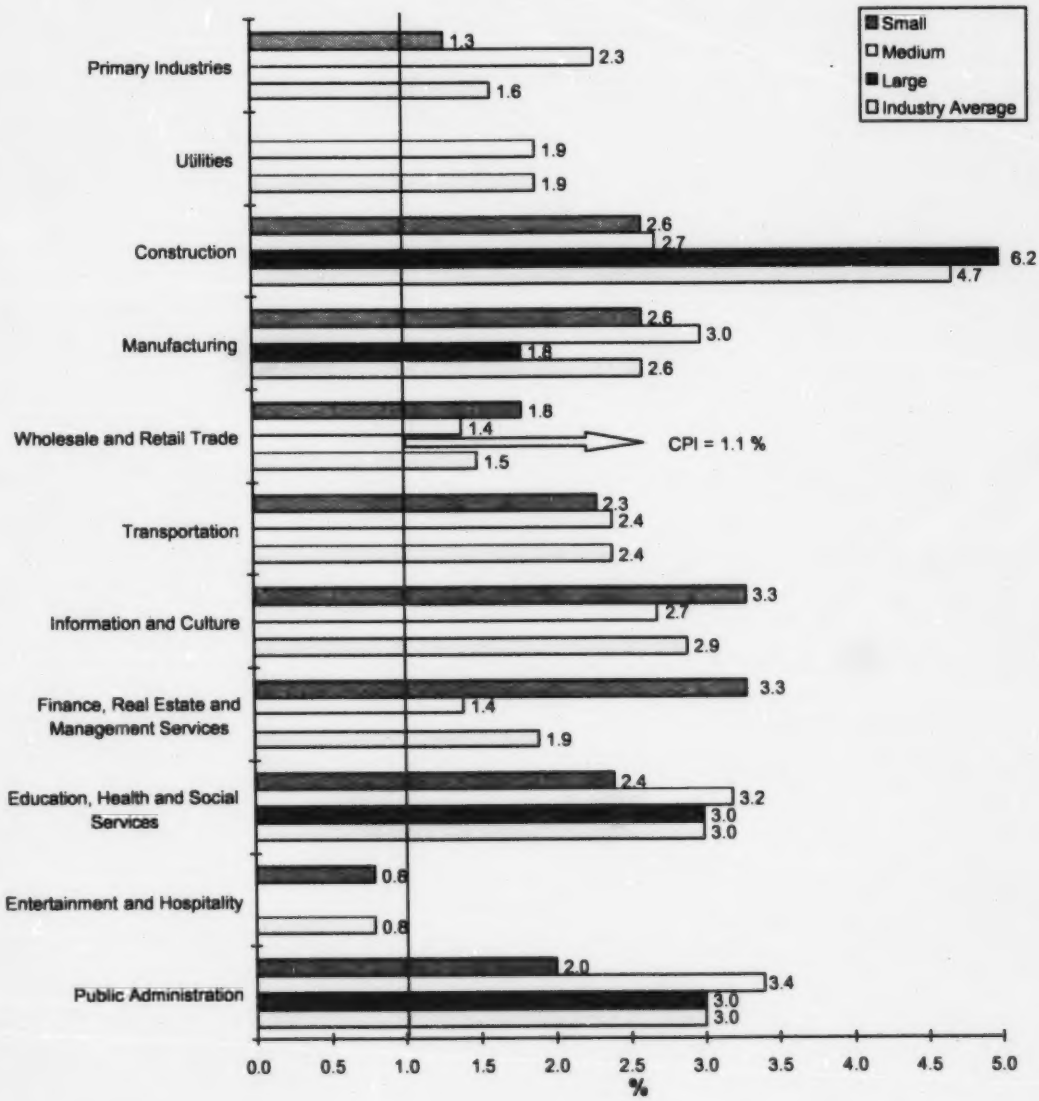
By Industry

Small bargaining units in the **Entertainment and Hospitality** sector experienced wage reductions. Average wage adjustments were the smallest in **Primary** industries at 1.3 per cent and the highest in the **Information and Culture** as well as the **Finance, Real Estate and Management Services** at 3.3 per cent.

In the **Medium** size bargaining units, the lowest average increase was reported in the **Wholesale and Retail Trade** and **Finance, Real Estate and Management Services** sectors with an average adjustment of 1.4 per cent. The **Public Administration** and **Education, Health and Social Services** sectors reported average wage adjustments of 3.4 and 3.2 per cent respectively.

Large size bargaining units recorded the largest average increase in the **Construction** sector at 6.2 per cent. The lowest increase was reported in the **Manufacturing** sector at 1.8 per cent.

Average Percentage Adjustment by Size of Bargaining Units and by Industry



Human Resources Development Canada
Développement des ressources humaines Canada

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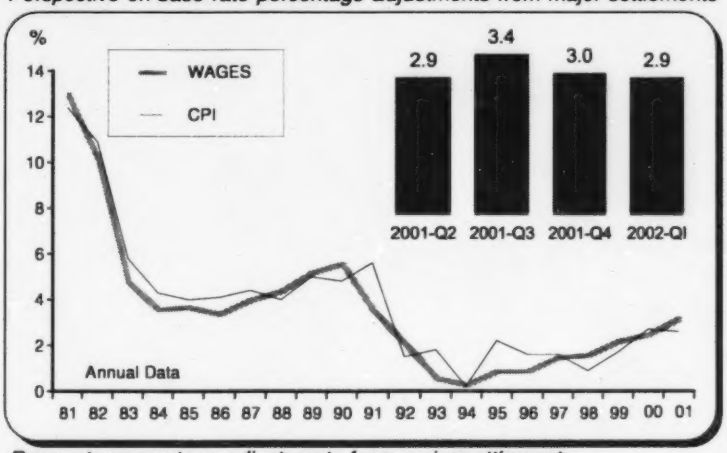
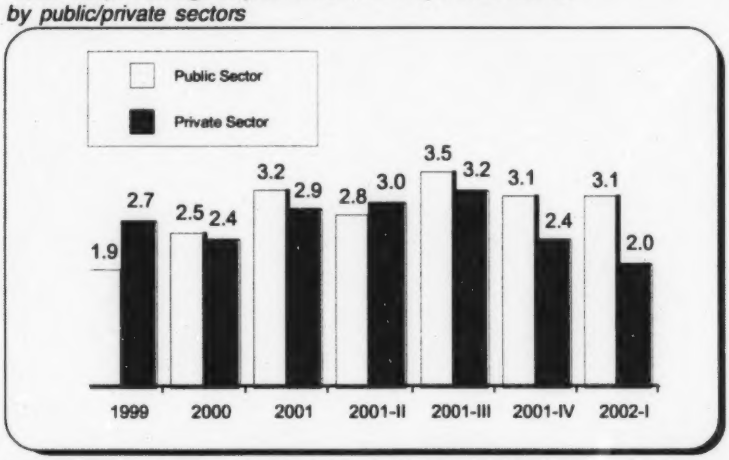
SETTLEMENTS BULLETIN

May 2002
Volume 13, Issue 5

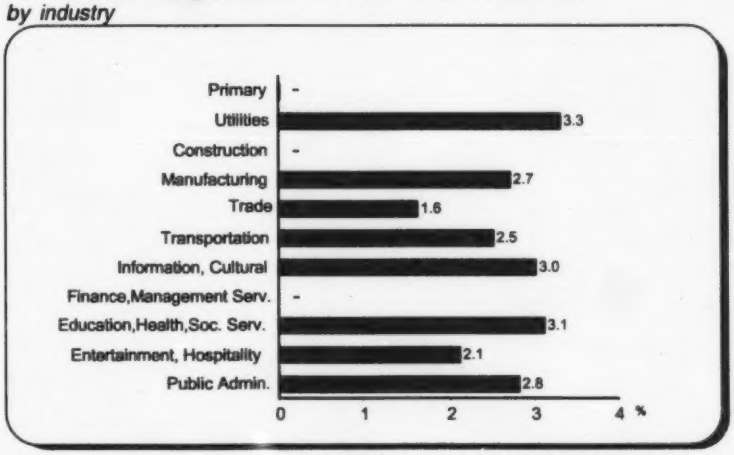
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by industry



Le Bulletin existe également en français.

Wage Data for the First Quarter 2002

Major collective bargaining settlements reached in **the first quarter 2002** provided base-rate wage increases averaging **2.9 per cent** annually over the contract-term. This is down a fraction from the 3.0 per cent figure in the previous quarter, and lower than the 3.1 per cent average recorded for the year 2001 as a whole.

The first quarter 2002 results are based on a review of 55 settlements reached in the period, with a coverage of 201,520 employees.

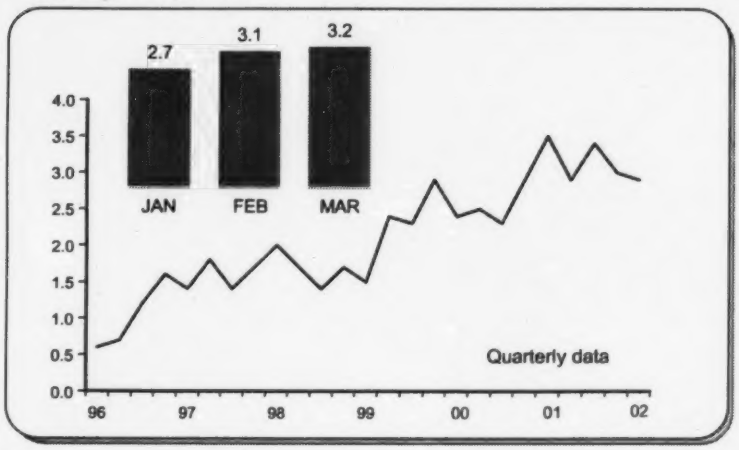
When the parties to the first quarter settlements previously negotiated (with contract duration averaging 33 months), the resulting wage adjustments averaged 1.7 per cent, compared to the 2.9 per cent in their current round of settlements and a current average contract duration of 35 months.

Wage adjustments in the first quarter 2002 were largely comprised of public sector settlements (74.5% of agreements covering 85.7% of employees). **Public-sector** wage adjustments for 172,740 employees in 41 settlements averaged **3.1 per cent,** the same average as in the previous quarter, but down from 3.2 per cent for the year 2001. **Private-sector** wage increases for 28,780 employees in 14 agreements averaged **2.0 per cent,** down from 2.4 per cent in the previous quarter, and from the average of 2.9 per cent for 2001.

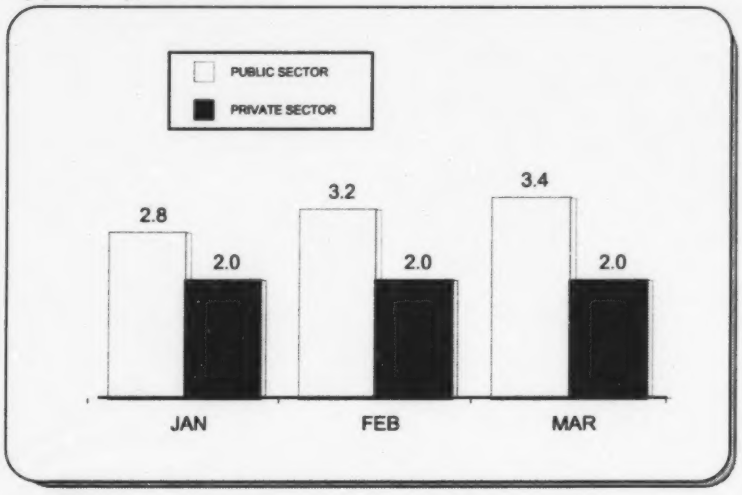
The largest concentration of employees was in the **education, health and services** sector. In this industry sector, 115,260 employees in 26 agreements averaged increases of **3.1 per cent**, representing 57.2% of all workers in first quarter settlements. The second largest concentration of employees was in **public administration**, with 46,990 employees in 9 agreements and average increases of **2.8 per cent**. The largest average wage increase was reported in the **utilities** sector at **3.3 per cent**. The remaining first-quarter 2002 wage increases by industry are shown in the adjoining chart.

Canada

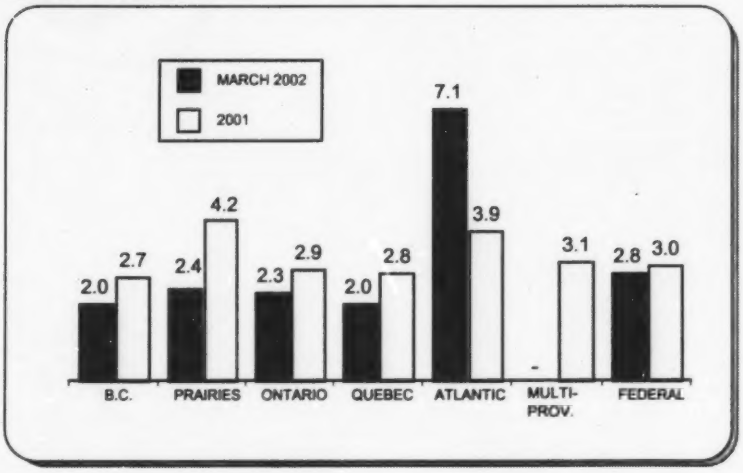
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Wage Data for March 2002

Base rate wage adjustments from major collective bargaining settlements reached in **March 2002** averaged **3.2 per cent** annually over the contract term, up a fraction from the 3.1 per cent average in the previous month and the 3.1 per cent annual figure for 2001 as a whole. The results for March 2002 are based on a review of 16 settlements covering 66,450 employees.

When the parties to these settlements previously negotiated, contract duration averaged 29 months and the resulting wage adjustments averaged 2.0 per cent, compared to the 3.2 per cent in their current round of settlements and average contract duration of 36 months.

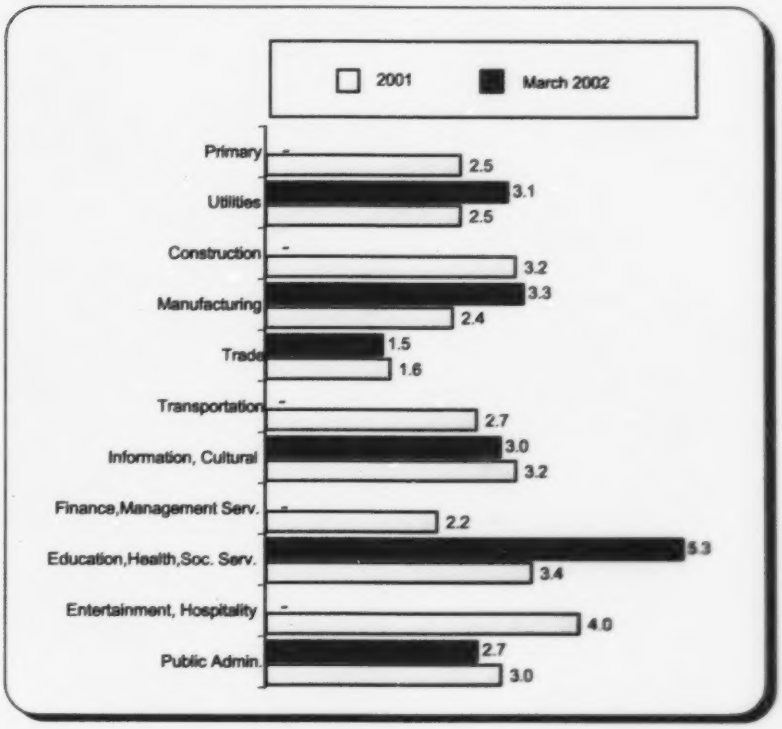
Wage adjustments in March settlements ranged from 1.3 per cent for 1,130 plant employees with Motor Coach Industries Ltd. in Manitoba, to a high of 7.5 per cent for 8,000 teachers employed with the Government of Newfoundland and Labrador.

Wage gains in March were much higher in the **public sector** (3.4 per cent) than in the **private sector** (2.0 per cent). The overall public sector data in March cover 55,640 employees in 10 agreements. There were 10,810 employees in 6 private sector agreements. In the public sector, 31,990 employees with the Canada Customs and Revenue Agency received increases averaging 2.8 per cent. In the private sector, 5,200 retail employees with the Brewers Retail in Ontario received increases averaging 1.4 per cent over 3 years (wage freeze in the first year of the contract).

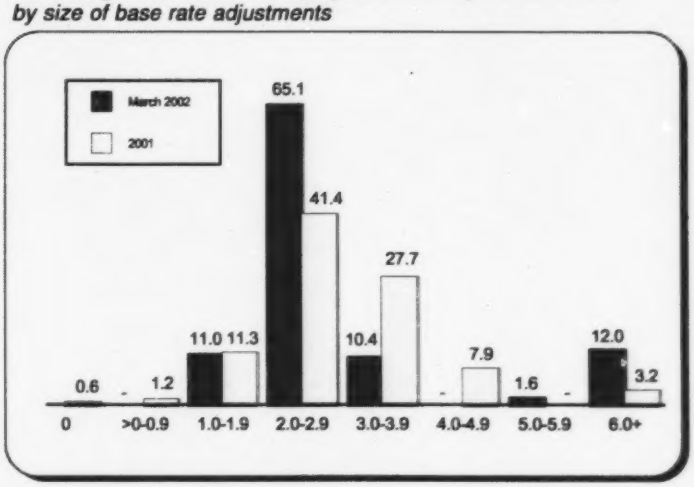
On a regional/jurisdictional basis, wage adjustments in March were largest in the Atlantic Provinces at 7.1 per cent (Newfoundland and Labrador at 7.5 per cent with the teachers' settlement); in the Federal jurisdiction wage increases averaged 2.8 per cent, just below the national average. The remaining average wage increases for various jurisdictions are itemized in the adjoining chart on the left.

On an industry basis, the largest concentration of employees was in **public administration**; 37,990 employees (57% of all employees) in 2 agreements received increases averaging **2.7 per cent**. In **trade and finance,** 3 agreements provided 7,650 employees with an average annual increase of **1.5 per cent**. All remaining industry-sectors averaged increases of 3.0 per cent and above. A single agreement in the **information and culture** industry provided 1,000 employees with a wage gain averaging **3.0 per cent**. In the **utilities** sector, 2 agreements provided 3,710 employees with wage increases averaging **3.1 per cent**. In **manufacturing,** 2 agreements provided 2,160 employees with increases averaging **3.3 per cent**. In **education, health and social services,** 13,940 employees received increases averaging **5.3 per cent,** the largest overall figure recorded in March's settlements by industry.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	2	8,760
Quebec	2	2,080
Ontario	5	16,830
Prairie Provinces	4	4,890
British Columbia	1	900
Multiprovince	-	-
Federal	2	32,990

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001				2002	2002		
				1	2	3	4	1	Jan	Feb	Mar
All Industries/Jurisdictions											
Average Annual Adjustment	2.2	2.5	3.1	3.5	2.9	3.4	3.0	2.9	2.7	3.1	3.2
Non-COLA	2.0	2.5	3.2	3.8	3.1	3.2	3.0	3.0	2.7	3.2	3.4
COLA	3.6	2.3	2.7	2.7	2.1	4.2	2.4	2.2	2.1	2.9	1.4
First Year Adjustment	1.9	2.3	3.4	4.3	3.0	3.7	3.0	2.9	2.7	3.1	3.1
Non-COLA	1.7	2.3	3.4	4.4	3.2	3.3	3.2	2.9	2.7	3.2	3.4
COLA	3.4	2.4	3.2	3.9	2.3	5.3	0.5	1.5	2.2	2.8	0.0
Industries											
Primary	2.2	1.6	2.5	2.0	2.9	2.4	2.3	-	-	-	-
Utilities	1.8	3.5	2.5	2.8	2.0	2.4	2.4	3.3	3.6	-	3.1
Construction	2.0	3.6	3.2	2.5	3.2	3.3	3.5	-	-	-	-
Manufacturing	3.6	2.6	2.4	1.8	2.7	2.7	2.1	2.7	2.6	-	3.3
Wholesale and Retail Trade	1.3	1.7	1.6	0.9	2.0	1.4	1.3	1.6	1.6	-	1.5
Transportation	2.8	2.4	2.7	2.7	2.8	3.0	2.0	2.5	1.4	2.7	-
Information and Cultural Industries	2.5	2.9	3.2	3.7	3.1	2.8	2.9	3.0	-	-	3.0
Finance, Management Services	2.8	1.8	2.2	2.9	2.0	3.1	1.4	-	-	-	-
Education, Health, Social Services	1.8	2.6	3.4	4.3	2.7	3.8	3.1	3.1	2.8	3.6	5.3
Entertainment,Hospitality Industry	2.6	3.0	4.0	3.0	4.3	2.7	-	2.1	2.1	-	-
Public Admininistration	2.2	2.3	3.0	3.0	3.0	3.0	3.1	2.8	3.5	2.7	2.7
Jurisdictions											
Newfoundland and Labrador	1.6	3.6	5.0	-	5.0	5.0	5.1	7.5	-	-	7.5
Prince Edward Island	2.7	2.2	3.1	2.5	-	3.1	3.3	-	-	-	-
Nova Scotia	2.1	2.2	3.7	2.0	2.4	4.5	3.7	2.5	2.3	-	2.8
New Brunswick	2.4	2.8	3.4	3.9	2.0	3.3	3.6	3.1	3.1	-	-
Quebec	1.6	2.4	2.8	4.4	2.3	2.7	3.4	2.3	2.5	2.1	2.0
Ontario	2.2	2.5	2.9	3.0	3.0	2.9	2.6	2.7	2.8	2.6	2.3
Manitoba	2.5	2.6	2.4	1.8	2.7	2.4	3.0	2.7	3.5	2.8	1.3
Saskatchewan	2.0	3.5	2.9	3.0	3.0	2.8	3.0	3.6	6.9	-	2.6
Alberta	4.0	4.5	5.1	5.8	4.6	5.1	4.4	6.8	-	7.8	3.6
British Columbia	0.8	1.6	2.7	2.6	1.9	4.0	2.3	2.5	2.5	2.2	2.0
Multi-Province	2.2	2.7	3.1	3.2	3.0	3.1	4.0	-	-	-	-
Federal Jurisdiction	2.8	2.2	3.0	3.3	3.2	3.6	2.8	2.8	3.0	2.7	2.8
Public Sector	1.9	2.5	3.2	3.8	2.8	3.5	3.1	3.1	2.8	3.2	3.4
Private Sector	2.7	2.4	2.9	2.4	3.0	3.2	2.4	2.0	2.0	2.0	2.0
Consumer Price Index	1.7	2.7	2.6	3.0	3.6	2.7	1.1	1.5	3.0	2.9	1.8

Data for the month of March are preliminary.

MAJOR SETTLEMENTS REACHED IN MARCH 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Utilities (2 agreements)	**3,710**	**3.1**	**3.2**	**15.9**	
ATCO Electric, linemen, province-wide, Alta.	610	3.6	4.0	36	31/12/2004
Hydro One, office and clerical employees, province-wide, Ont.	3,100	3.0	3.0	12	31/03/2003
Manufacturing (2 agreements)	**2,160**	**3.3**	**4.2**	**60.1**	
Better Beef Limited, plant and maintenance employees, Guelph, Ont.	1,030	5.5	5.4	36	31/12/2004
Motor Coach Industries Limited, plant and maintenance employees, Winnipeg, Man.	1,130	1.3	3.1	82	01/02/2009
Wholesale and Retail Trade (3 agreements)	**7,650**	**1.5**	**0.8**	**41.7**	
Brewers Retail Inc., warehouse employees, province-wide, Ont.	5,200	1.4 *	0.0	36	31/12/2004
Extra Foods (Division of Westfair Foods), retail employees, Saskatoon, Sask.	950	1.6	3.5	82	24/03/2008
Pharma Plus Drugmarts Ltd., retail employees, province-wide, Ont.	1,500	2.0	2.0	36	04/01/2005
Information and Culture (1 agreement)	**1,000**	**3.0**	**3.0**	**36**	
MTS Communications Inc., craft and service employees, province-wide, Man.	1,000	3.0	3.0	36	31/01/2005
Education, Health and Social Services (6 agreements)	**13,940**	**5.3**	**3.9**	**32.4**	
Board of Governors of Dalhousie College and University, professors, Halifax, N.S.	760	2.8	2.8	36	30/06/2004
Comité patronal de négociation secteur santé et services sociaux, health service-non-professionals, province-wide, Que.	640	2.0	2.0	12	30/06/2003
Comité patronal de négociation secteur santé et services sociaux, office and clerical employees, province-wide, Que.	1,440	2.0	2.0	12	30/06/2003
Government of Newfoundland and Labrador, elementary and secondary teachers, province-wide, Nfld.	8,000	7.5	5.0	36	31/08/2004
Simon Fraser University, teaching assistants, Burnaby, B.C.	900	2.0	2.2	36	30/04/2004
University of Regina and University of Saskatchewan, office and clerical employees, Regina, Sask.	2,200	3.0	3.0	36	31/12/2003
Public Administration (2 agreements)	**37,990**	**2.7**	**3.2**	**36**	
Canada Customs and Revenue Agency, administrative and support employees, Canada-Wide	31,990	2.8	3.2	36	31/10/2003
Government of Ontario, advisors and systems professionals, province-wide, Ont.	6,000	2.3	2.9	36	31/03/2004
Agreements with COLA (1 agreement)	**5,200**	**1.4 ***	**0.0**	**36**	
Agreements without COLA (15 agreements)	**61,250**	**3.4**	**3.4**	**35.5**	
All Agreements (16 agreements)	**66,450**	**3.2**	**3.1**	**35.6**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	17,300	B/CO/ARB	Jan.01-May02
•Canada Customs and Revenue Agency	PIPS	9,490	B	June 01
•Canadian Food Inspection Agency	PIPS	520	CO	Sept. 00
•Air Canada	CUPE	4,500	CO	Oct. 01
•Bell Canada	CTEA	12,000	B	May 02
•Canada Post	Postmasters	10,000	B	Dec. 01
•CN Rail	various unions	5,230	TENT	June 01
•VIA	BLE	500	MED	Dec. 00
•Govt of Newfoundland and Labrador	Nurses	5,000	TENT	June 01
•Government of Nova Scotia	Teachers	10,600	B	Dec. 01
•Government of New Brunswick	CUPE (education)	1,600	B	Feb.02
•Aliant Telecom Inc. (Atlantic)	CEP & ACTWU	4,500	B	various
•Government of Quebec	various unions	56,880	B/TENT	June 02
•City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	various
•Liquor Control Board of Ontario	LCBO Empls. Union	4,400	B	Mar. 02
•Ontario Hospital Association	PAIRO/OPSEU	7,300	B	Mar. 02
•Navistar Int'l (Ont.)	CAW	2,100	B	June 02
•Regional Health Auth. of Manitoba	MGEU/CUPE	13,400	B	Mar./Apr. 02
•Sask. Assn. of Health Organizations	Nurses	8,400	TENT	Mar. 02
•TELUS (B.C. & Alta.)	TWU	16,710	B	Dec. 00
•Health Authorities of Alberta	various unions	18,140	B	Mar. 02
•B.C. Hydro and Power Authority	OPEIU	2,650	TENT	Mar. 02
•Government of N.W.T.	PSAC / Northern Workers	3,000	TENT	Mar. 02

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	MWS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

Wage Data for the First Quarter 2002
For Small, Medium and Large Size Bargaining Units

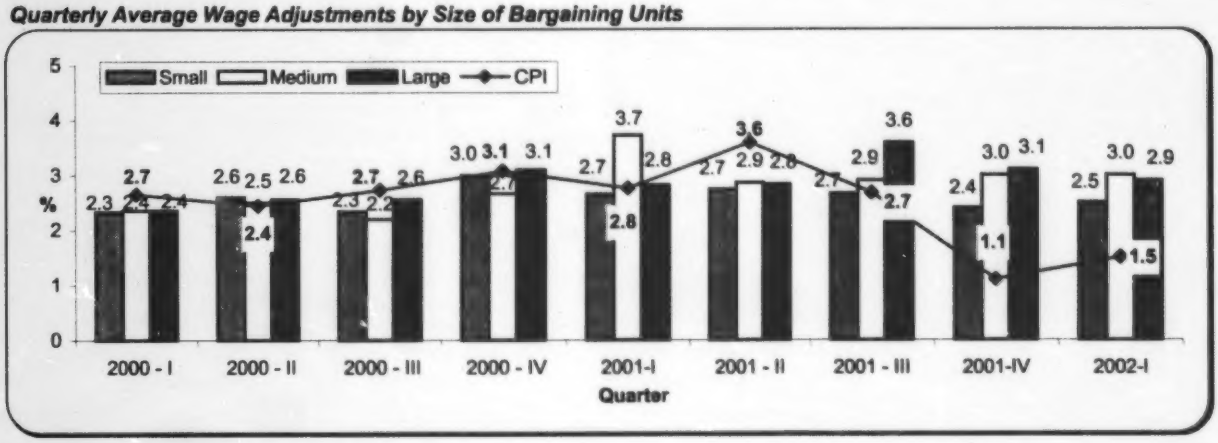
Among the 142 collective bargaining settlements reached in the **first quarter** of the year **2002**, 32 settlements were in small bargaining units (between 100 and 499 employees), 39 were in medium bargaining units (500 to 1,999 employees), and 16 were in large bargaining units with 2,000 employees and ove. During this period, the overall base-rate wage adjustment averaged 2.8 per cent, down by 0.1 percentage point as compared to the fourth quarter of the year 2001. The overall **Public sector** wage adjustment at **3.0 per cent** was higher than the figure of **2.3 per cent** reported for the **Private sector**.

Small bargaining units reported an average increase of 2.5 per cent, slightly higher than the 2.4 per cent reported for the fourth quarter of the year 2001 but lower than the 2.7 per cent average during the two previous quarters. More than half of employees (56.5 per cent) and 46.9 per cent of agreements were in the 2.0 to 2.9 per cent wage adjustment range. Another 20.2 per cent of employees and 21.9 per cent of agreements were in the 3.0 to 3.9 per cent range. Only small size bargaining units reported wage freeze covering 7.7 per cent of employees and 6.3 per cent of agreements. Public and Private sector settlements provided an average increase of 2.5 per cent.

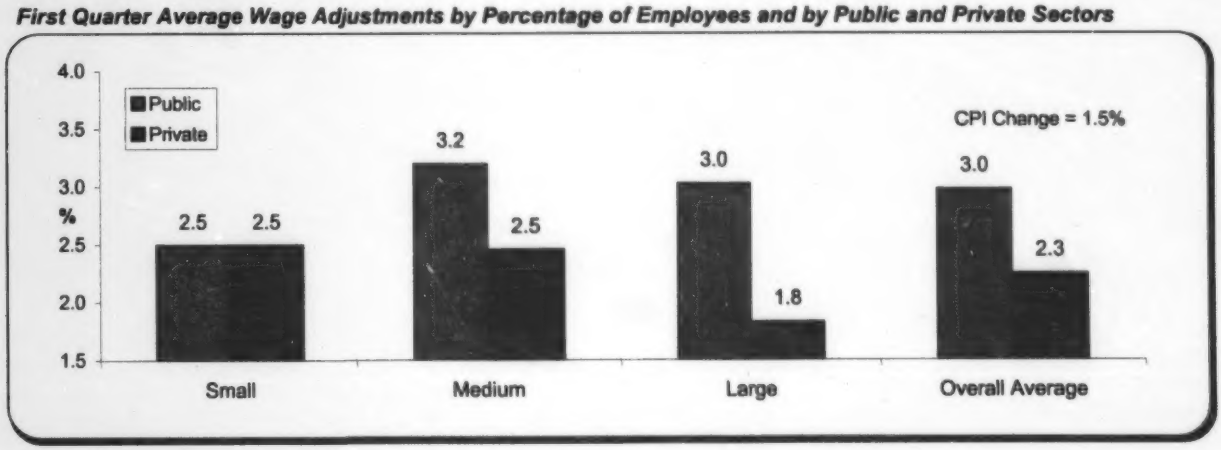
Medium size bargaining units reported an average wage increase of 3.0 per cent, the same as the fourth quarter 2001 figure and slighily higher than the third and second quarters at 2.9 per cent. This increase is much higher than the 2.5 per cent reported for small bargaining units. Close to half of the employees and agreements (51.7 and 51.3 per cent respectively) were in the 2.0 to 2.9 per cent range. Almost a quarter of employees and agreements (22.7 and 23.1 per cent respectively) received wage adjustments in the 3.0 to 3.9 per cent range. Public sector settlements resulted in an average increase of 3.2 per cent, which is higher than the private sector increase of 2.5 per cent.

Large size bargaining units reported an average wage increase of 2.9 per cent, lower than the two previous consecutive quarters of the year 2001 where increases ranged between 3.1 to 3.6 per cent. Similar to the trend of small and medium size bargaining units, more than half of the employees (55.8 per cent) and 43.8 per cent of the agreements were in the 2.0 to 2.9 per cent wage adjustment range while 30.5 per cent of employees and 31.3 per cent of agreements were in the 3.0 to 3.9 per cent range. Public sector average increase at 3.0 per cent was much higher than the private sector figure of 1.8 per cent.

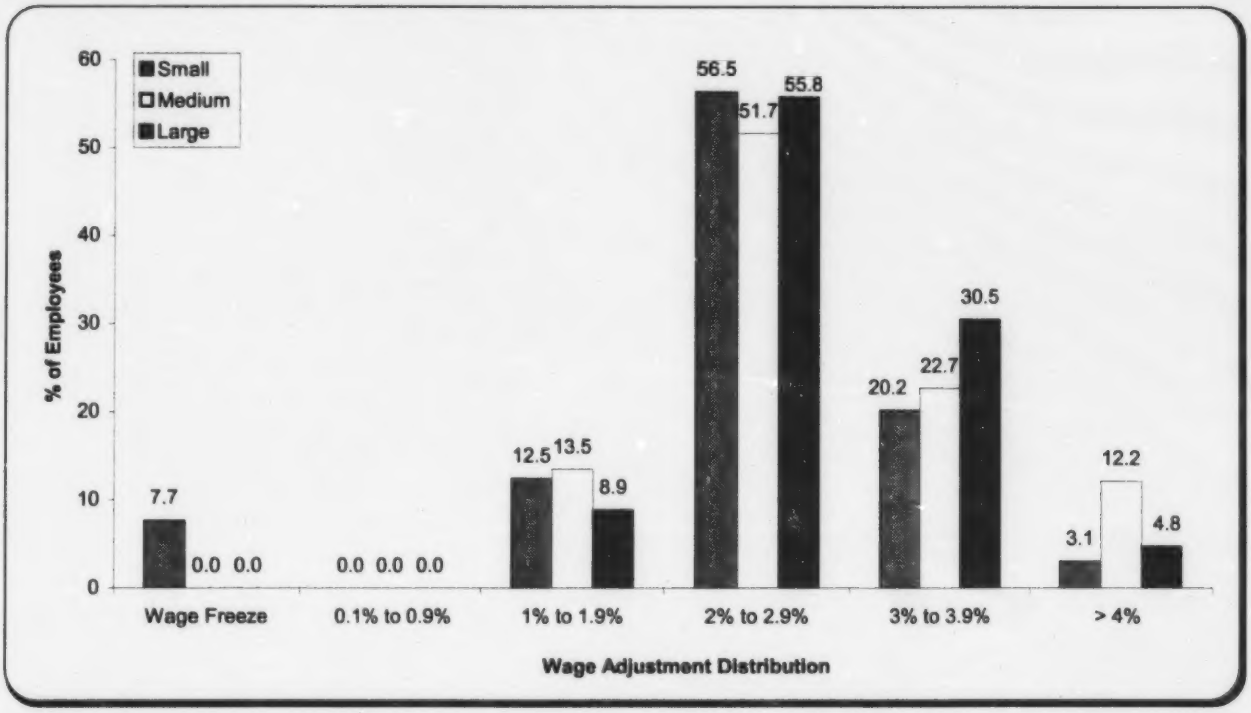
Quarterly Average Wage Adjustments by Size of Bargaining Units



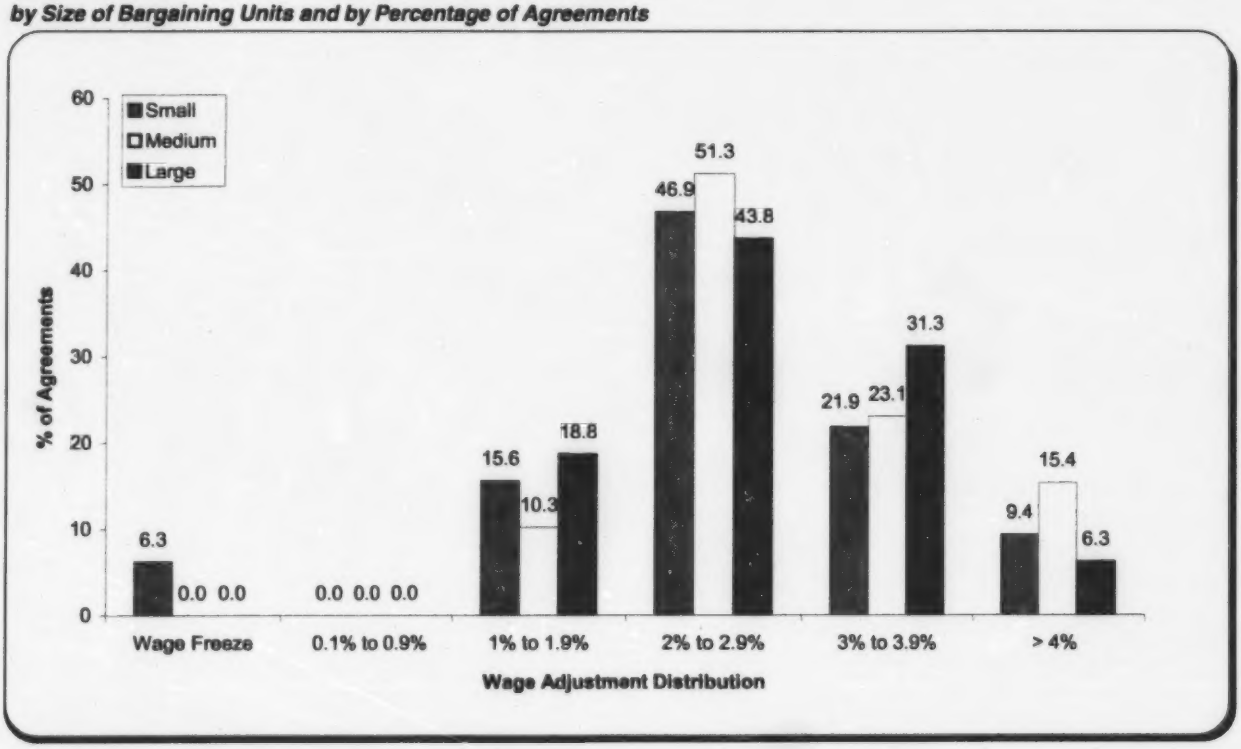
First Quarter Average Wage Adjustments by Percentage of Employees and by Public and Private Sectors



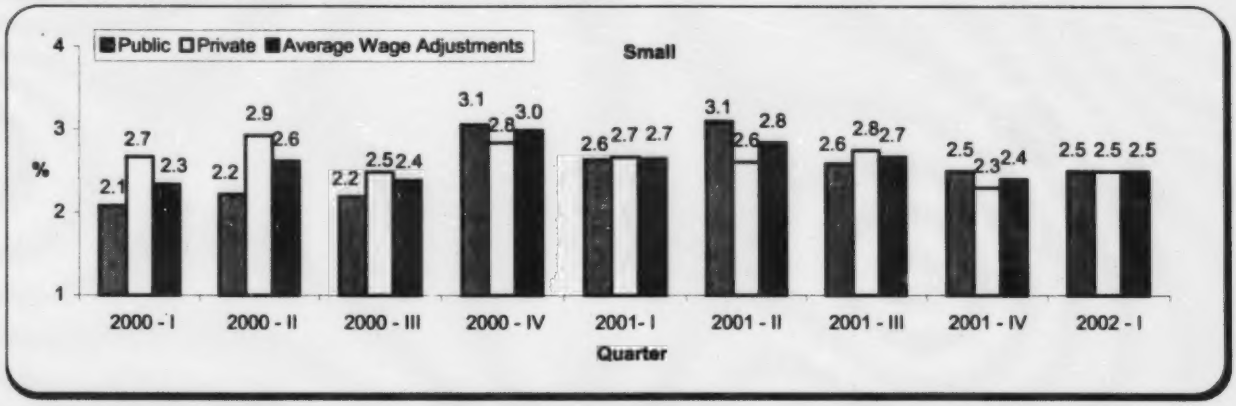
Wage adjustment distribution for the first quarter of the year 2002, by Size of Bargaining Units and by Percentage of Employees

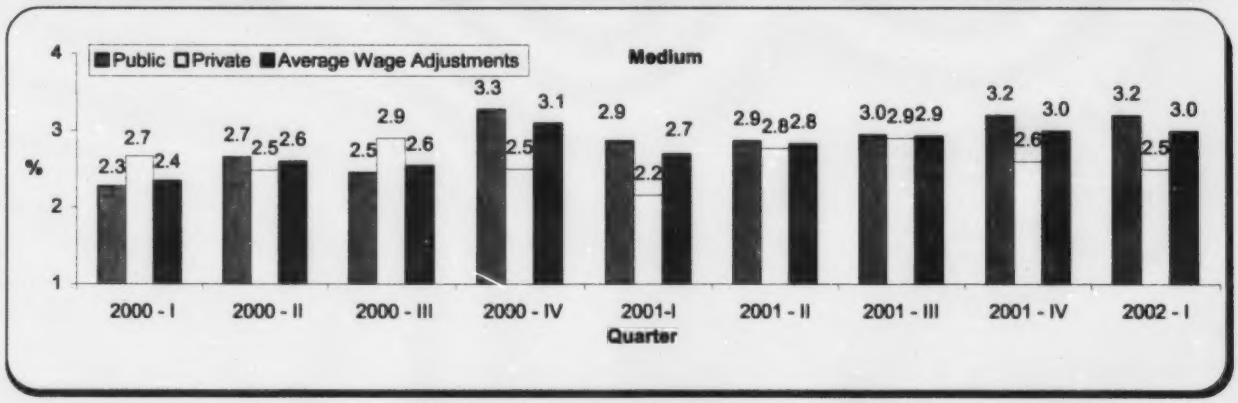


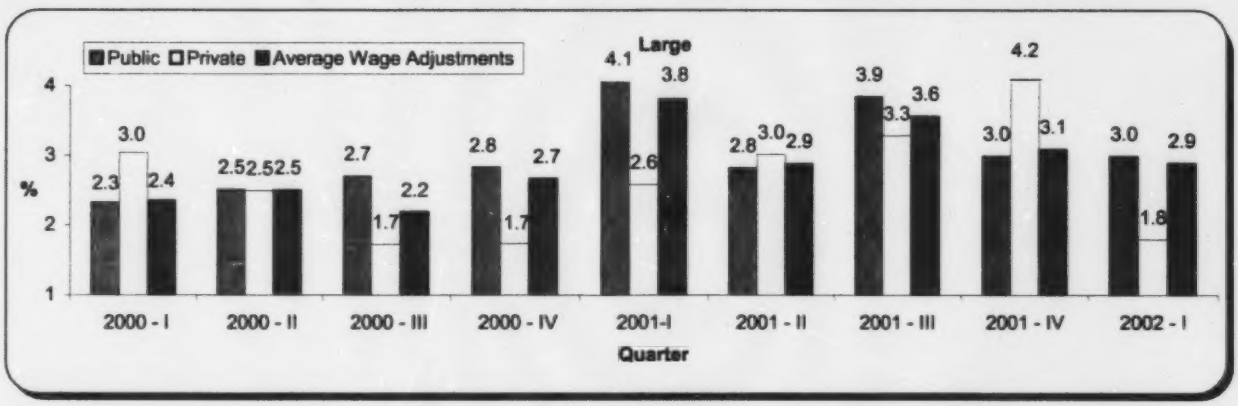
Wage adjustment distribution for the first quarter of the year 2002, by Size of Bargaining Units and by Percentage of Agreements



Quarterly Wage Adjustments by Public and Private Sectors







SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN MARCH 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date dd/mm/yyyy
Manufacturing (3 agreements)					
Aliments Lesters Ltée., packing house employees, Laval, Que.	130	1.3	1.1	84	31/03/2008
Nexans Magnet Wire, plant and maintenance employees, Simcoe, Ont.	140	2.5 *	2.2	36	19/02/2005
Osram Sylvania ltée, production, Drummondville, Que.	490	2.8 *	3.0	48	16/11/2005
Transportation (1 agreement)					
Calgary Handi-Bus Association, bus drivers, Calgary, Alta.	210	3.0	3.5	24	31/12/2003
Finance, Real Estate, Management Services (1 agreement)					
Atomic Energy of Canada Limited, laboratory technicians, Chalk River, Ont.	400	12.0	7.1	35	31/03/2003
Education, Health and Social Services (1 agreement)					
University of Toronto, teaching assistants, Toronto, Ont.	190	2.1	2.2	36	31/08/2004
Public Administration (1 agreement)					
Canadian Security Intelligence Service, support employees, Ottawa, Ont.	200	2.8	3.2	36	31/12/2003

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
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or E-mail: *wid-imt@hrdc-drhc.gc.ca*

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Human Resources Development Canada
Développement des ressources humaines Canada

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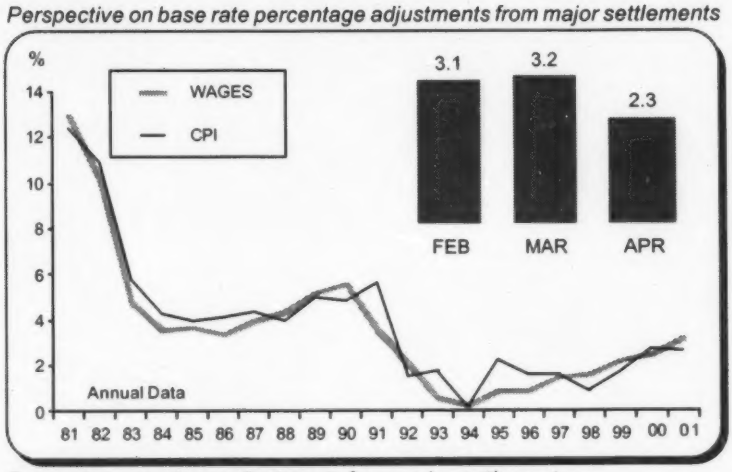
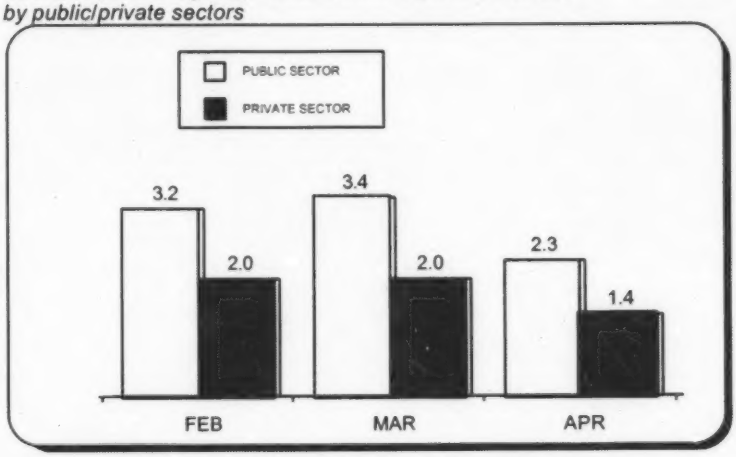
Settlements Bulletin

June 2002
Volume 13, Issue 6

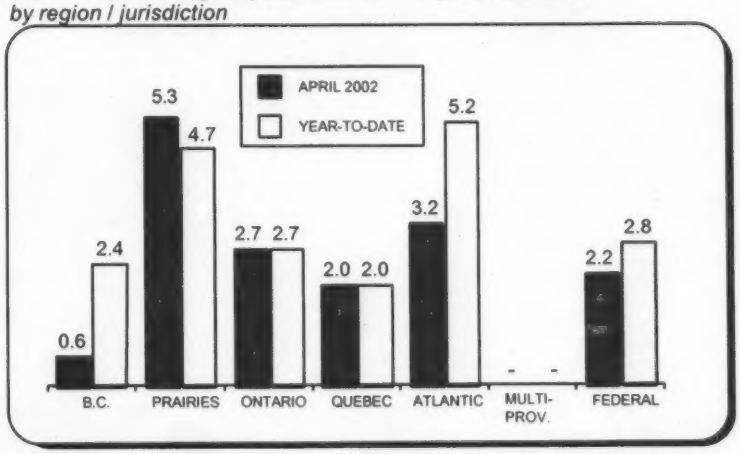
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for April 2002

Major collective bargaining settlements reached in **April 2002** provided base-rate wage increases averaging **2.3 per cent** annually over the contract-term. This is down from the 3.2 per cent figure in the previous month, and the 3.1 per cent average recorded for the year 2001 as a whole.

The April 2002 results are based on a review of 52 settlements reached in the period, with a coverage of 266,690 employees.

When the parties to the April settlements previously negotiated (with contract duration averaging 46 months), the resulting wage adjustments averaged 2.3 per cent, the same as in their current round of settlements but a current average contract duration of 15.6 months, influenced by 32 twelve-month agreements covering 84.3% of all employees this month.

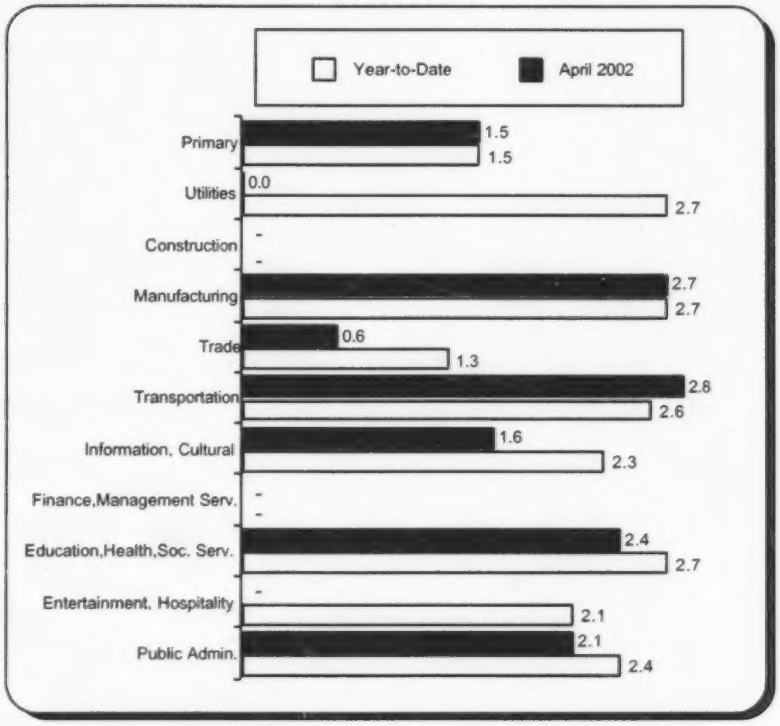
Wage adjustments in April 2002 were largely comprised of public sector settlements (86.5% of agreements covering 96.1% of employees). **Public-sector** wage adjustments for 256,410 employees in 45 settlements averaged **2.3 per cent,** down from 3.4 per cent in the previousmonth, and the 3.2 per cent average for the year 2001. The majority of these settlements were in the Quebec public sector providing 224,930 employees with wage increases averaging 2.0 per cent. **Private-sector** wage increases for 10,280 employees in 7 agreements averaged **1.4 per cent,** down from 2.0 per cent in the previous month, and from the average of 2.9 per cent for 2001. The low private sector figure was tempered in large part by an agreement providing a wage freeze for 3,150 retail employees with Canada Safeway in Manitoba.

On a regional/jurisdictional basis, wage increases in descending order of magnitude were: the **Prairie provinces** at **5.3 per cent** (6 agreements); the **Atlantic provinces** at **3.2 per cent** (2 agreements); **Ontario** at **2.7 per cent** (7 agreements); **Federal jurisdiction** at **2.2 per cent** (2 agreements); **Quebec** at **2.0 per cent** (33 agreements) and **British Columbia** at **0.6 per cent** (2 agreements).

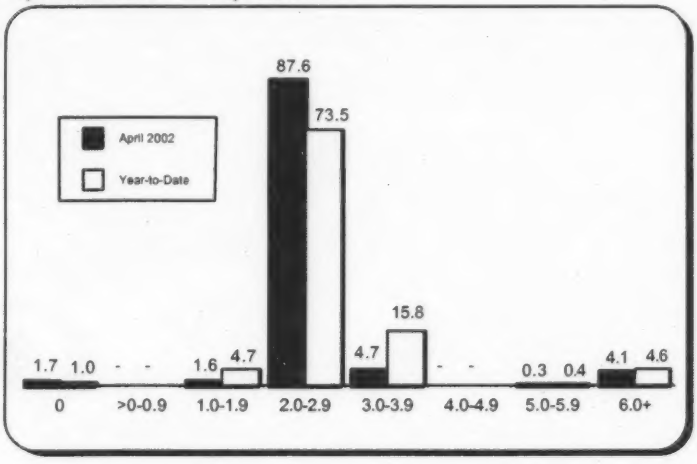
Canada

On an industry basis, the largest concentration of employees was in the **education, health and services** sector with 72.5% of all workers in April settlements. In this industry sector, 193,470 employees in 36 agreements averaged increases of **2.4 per cent**. The second largest concentration of employees was in **public administration**, with 53,960 employees receiving average wage increases of **2.1 per cent** in 7 agreements. The largest average wage increase was reported in the **transportation** sector at **2.8 per cent** and a wage freeze is reported in the **utilities** sector with a single agreement (B.C. Hydro & Power Authority). The April 2002 wage increases by industry are shown in the adjoining chart.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	2	3,270
Quebec	33	225,930
Ontario	7	13,090
Prairie Provinces	6	19,770
British Columbia	2	1,930
Multiprovince	-	-
Federal	2	2,700

WAGE ADJUSTMENT FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	1999	2000	2001	2001				2002	Year to	2002		
				1	2	3	4	1	Date	Feb	Mar	Apr
All Industries/Jurisdictions												
Average Annual Adjustment	2.2	2.5	3.1	3.5	2.9	3.4	3.0	2.9	2.6	3.1	3.2	2.3
Non-COLA	2.0	2.5	3.2	3.8	3.1	3.2	3.0	3.0	2.6	3.2	3.3	2.3
COLA	3.6	2.3	2.7	2.7	2.1	4.2	2.3	2.1	2.1	2.8	1.4	1.9
First Year Increase	1.9	2.3	3.4	4.3	3.1	3.7	3.0	2.9	2.5	3.1	3.1	2.3
Non-COLA	1.7	2.3	3.4	4.4	3.2	3.3	3.2	2.9	2.6	3.2	3.4	2.3
COLA	3.4	2.4	3.3	3.9	2.5	5.3	0.5	1.5	1.5	2.8	0.0	1.6
Industries												
Primary	2.2	1.7	2.5	2.0	2.9	2.4	2.3	-	1.5	-	-	1.5
Utilities	1.8	3.5	2.5	2.8	2.0	2.4	2.4	3.3	2.7	-	3.1	0.0
Construction	2.0	3.6	3.2	2.8	3.2	3.3	3.5	-	-	-	-	-
Manufacturing	3.6	2.6	2.4	1.8	2.7	2.6	2.1	2.7	2.7	-	3.3	2.7
Wholesale and Retail Trade	1.3	1.7	1.6	0.9	2.0	1.7	1.3	1.6	1.3	-	1.5	0.6
Transportation	2.8	2.4	2.8	2.7	3.1	3.0	2.0	2.4	2.6	2.6	-	2.8
Information and Cultural Industries	2.5	2.9	3.2	3.7	3.1	2.8	2.9	3.0	2.3	-	3.0	1.6
Finance, Management Services	2.8	1.8	2.4	2.9	2.3	3.1	1.4	-	-	-	-	-
Education, Health, Social Services	1.8	2.6	3.4	4.2	2.7	3.8	3.1	3.1	2.7	3.6	5.2	2.4
Entertainment,Hospitality Industry	2.6	3.0	4.0	3.0	4.3	2.7	-	2.1	2.1	-	-	-
Public Administration	2.2	2.3	3.0	3.0	3.0	3.0	3.1	2.8	2.4	2.7	2.7	2.1
Jurisdictions												
Newfoundland and Labrador	1.6	3.3	5.0	-	5.0	5.0	5.1	7.5	7.2	-	7.5	5.0
Prince Edward Island	2.7	2.2	3.1	2.5	-	3.1	3.3	-	-	-	-	-
Nova Scotia	2.1	2.2	3.7	2.0	2.4	4.5	3.7	2.5	2.5	-	2.8	-
New Brunswick	2.4	2.8	3.4	3.9	2.0	3.3	3.6	3.1	2.9	-	-	2.5
Quebec	1.6	2.4	2.7	4.0	2.3	2.7	3.4	2.3	2.0	2.1	2.0	2.0
Ontario	2.2	2.5	2.9	3.1	3.0	2.9	2.6	2.7	2.7	2.6	2.3	2.7
Manitoba	2.5	2.6	2.4	1.8	2.7	2.4	3.0	2.7	5.0	2.8	1.3	6.1
Saskatchewan	2.0	3.5	2.9	3.0	3.0	2.8	3.0	3.6	3.0	-	2.6	1.6
Alberta	4.0	4.5	5.1	5.8	4.6	5.1	4.4	6.8	5.1	7.8	3.6	3.5
British Columbia	0.8	1.6	2.7	2.6	1.9	4.0	2.3	2.5	2.4	2.2	2.0	0.6
Multiprovince	2.2	2.7	3.2	3.2	3.1	3.1	4.0	-	-	-	-	-
Federal Jurisdiction	2.8	2.2	3.0	3.3	3.4	3.6	2.8	2.8	2.8	2.6	2.8	2.2
Public Sector	1.9	2.5	3.2	3.8	2.8	3.5	3.1	3.1	2.6	3.2	3.4	2.3
Private Sector	2.7	2.4	2.9	2.5	2.9	3.2	2.4	2.0	1.9	2.0	2.0	1.4
Consumer Price Index	1.7	2.7	2.6	3.0	3.6	2.7	1.1	1.5	1.7	1.5	1.8	1.7

Data for the month of April are preliminary.

MAJOR SETTLEMENTS REACHED IN APRIL 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Primary Industries (1 agreement)	**640**	**1.5**	**0.0**	**48**	
Bowater Canadian Forest Products Inc., woods operators, Thunder Bay, Ont.	640	1.5	0.0	48	31/08/2005
Utilities (1 agreement)	**1,380**	**0.0**	**0.0**	**36**	
British Columbia Hydro and Power Authority, utility workers, province-wide, B.C.	1,380	0.0	0.0	36	31/03/2005
Manufacturing 2 agreements)	**1,840**	**2.7**	**2.3**	**42.5**	
Frigidaire Canada, production, L'Assomption, Que.	1,000	3.1	3.2	48	17/03/2006
PPG Canada Inc. (Duplate Division), plant and maintenance employees, Oshawa, Ont.	840	2.3 *	1.1	36	31/03/2005
Wholesale and Retail Trade (2 agreements)	**4,900**	**0.6**	**1.2**	**45.1**	
Canada Safeway Limited, retail employees, province-wide, Man.	3,150	0.0	0.0	24	09/11/2003
Real Canadian Superstores, retail employees, province-wide, Sask.	1,750	1.6	3.5	83	08/04/2008
Transportation (2 agreements)	**9,600**	**2.8**	**2.8**	**36**	
Canadian National Railway Co., locomotive engineers, system-wide	2,000	2.0	2.0	36	31/12/2003
Toronto Transit Commission, bus drivers, Toronto, Ont.	7,600	3.0	3.0	36	01/04/2005
Information and Culture (1 agreement)	**900**	**1.6**	**1.7**	**36**	
Toronto Star Newspapers Limited, print media employees, Toronto, Ont.	900	1.6 *	1.7	36	31/12/2004
Education, Health and Social Services (36 agreements)	**193,470**	**2.4**	**2.4**	**14**	
Comité patronal de négociation des collèges, educational services, province-wide, Que.	900	2.0	2.0	12	30/06/2003
Comité patronal de négociation des collèges, post-secondary, non university teachers, province-wide, Que.	1,260	2.0	2.0	12	30/06/2003
Comité patronal de négociation des collèges, support employees, province-wide, Que.	3,070	2.0	2.0	12	30/06/2003
Comité patronal de négociation des collèges, support employees, province-wide, Que.	580	2.0	2.0	12	30/06/2003
Comité patronal de négociation secteur santé et services sociaux, health and social care professionals, prov.-wide, Que. (4 agts.)	17,830	2.0	2.0	12	30/06/2003
Comité patronal de négociation secteur santé et services sociaux, health service-non-professionals, province-wide, Que.	1,200	2.0	2.0	12	30/06/2003
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide, Que. (3 agts.)	3,450	2.0	2.0	12	30/06/2003
Comité patronal de négociation secteur santé et services sociaux, office and clerical employees, province-wide, Que. (7 agts.)	49,890	2.0	2.0	12	30/06/2003
Fort Garry School Division No. 5, elementary and secondary teachers, Fort Garry, Man.	520	3.0	3.0	24	30/06/2002
Government of New Brunswick, general trades (maintenance), province-wide, N.B.	2,400	2.5	4.0	48	31/03/2005
Government of Newfoundland and Labrador, office and clerical employees, province-wide, Nfld.	870	5.0	5.0	36	31/03/2004

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN APRIL 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Management Negotiating Committee English-Language School Boards, elementary and secondary teachers, province-wide, Que.	8,390	2.0	2.0	12	30/06/2003
Management Negotiating Committee for English-Language School Boards, support employees, prov-wide, Que. (6 agts.)	21,330	2.0	2.0	12	30/06/2003
Management Negotiating Committee for English-Language School Boards, elementary and secondary teachers, province-wide, Que.	63,330	2.0	2.0	12	30/06/2003
Management Negotiating Committee for English-Language School Boards, scientific & other professionals, prov-wide, Que.	3,690	2.0	2.0	12	30/06/2003
Ontario Hospital Association, health professional employees, province-wide, Ont.	1,600	2.8	2.5	36	10/10/2004
Peel District School Board, office and clerical employees, Mississauga, Ont.	650	2.8	3.1	26	31/08/2002
Regional Health Authorities of Manitoba, nurses, province-wide, Man.	11,000	8.2	7.6	30	30/09/2004
St. James-Assiniboia School Division No. 2, elementary and secondary teachers, St. James-Assiniboia, Man.	650	3.0	3.0	24	30/06/2002
University of Ottawa, professors, Ottawa, Ont.	860	1.9 *	2.0	36	30/04/2004
Public Administration (7 agreements)	**53,960**	**2.1**	**2.1**	**12.7**	
Canadian Food Inspection Agency, scientific and other professionals, Canada-wide	700	2.8	3.2	36	30/09/2003
City of Calgary, inside employees, Calgary, Alta.	2,700	3.5	3.5	12	29/12/2002
City of Kamloops, inside employees, Kamloops, B.C.	550	2.0	2.0	48	31/12/2005
Emploi Québec, office and clerical employees, province-wide, Que.	970	2.0	2.0	12	30/06/2003
Government of Quebec, hourly-rated employees, province-wide, Que.	3,100	2.0	2.0	12	30/06/2003
Government of Quebec, salaried employees, province-wide, Que.	33,750	2.0	2.0	12	30/06/2003
Government of Quebec, scientific and other professionals, province-wide, Que.	12,190	2.0	2.0	12	30/06/2003
Agreements with COLA (3 agreements)	**2,600**	**1.9 ***	**1.6**	**36**	
Agreements without COLA (49 agreements)	**264,090**	**2.3**	**2.3**	**15.4**	
All Agreements (52 agreements)	**266,690**	**2.3**	**2.3**	**15.6**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	17,300	B/CO/ARB	Jan.01-May02
•Canada Customs and Revenue Agency	PIPS	9,490	B	June 01
•Air Canada	CUPE	4,500	MED	Oct. 01
•Bell Canada	CTEA	12,000	TENT	May 02
•Canada Post	Postmasters	10,000	B	Dec. 01
•CN Rail	various unions	5,230	TENT	June 01
•VIA	BLE	500	MED	Dec. 00
•Government of Nova Scotia	Teachers	10,600	B	Dec. 01
•Government of New Brunswick	CUPE (education)	1,600	B	Feb.02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Security and Investigation Agency (Qc.)	Steelworkers	8,020	B	June 02
•Stelco (Ont.)	Steelworkers	4,000	B	June 02
•City of Toronto	CUPE/Police/Firefighters	28,720	B/CO/ARB	various
•Liquor Control Board of Ontario	LCBO Empls. Union	4,400	TENT	Mar. 02
•Ontario Hospital Association	PAIRO/OPSEU	7,300	B	Mar. 02
•Int'l Truck and Engine Corp. of Canada (formerly Navistar Int'l)	CAW	2,100	WS	June 02
•Regional Health Auth. of Manitoba	MGEU/CUPE	13,400	B	Mar./Apr. 02
•Boeing (Man.)	CAW	1,350	B	June 02
•Government of Saskatchewan	Teachers	12,150	B	June 02
•Health Authorities of Alberta	various unions	18,140	B	Mar. 02
•TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
•Alcan Smelters and Chemicals (B.C.)	CAW	1,350	B	June 02
•Government of N.W.T.	PSAC / Northern Workers	3,000	TENT	Mar. 02

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

Small, Medium and Large Size Bargaining Units: Wage Data for the First Quarter 2002

There were 87 collective bargaining settlements reached in the **first quarter** of the year 2002. [1] Among these, 32 settlements were in small bargaining units (between 100 and 499 employees), 39 were in medium bargaining units (500 to 1,999 employees), and 16 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.8 per cent, down by 0.1 percentage point as compared to the fourth quarter of 2001. Small bargaining units reported an average wage increase of 2.5 per cent, compared to 3.0 per cent for the medium and 2.9 per cent for the large bargaining units.

By Region

The **Atlantic** Provinces recorded the highest overall base-rate wage adjustment at 5.8 per cent. This average is broken down as follows: 6.7 per cent in small bargaining units (2 agreements), 2.5 per cent in medium bargaining units (2 agreements) and 6.2 per cent in large bargaining units (2 agreements).

In the province of **Quebec**, the overall base-rate wage adjustment was 2.6 per cent and there was little variation among different size bargaining units: small bargaining units reported 2.8 per cent (5 agreements), compared to 2.1 per cent (5 agreements) in medium bargaining units and 2.5 per cent (2 agreements) in large bargaining units.

In the province of **Ontario** the overall adjustment for Ontario was 2.6 per cent. Small bargaining units reported a wage adjustment of 2.2 per cent (10 agreements) while both medium and large bargaining units reported an average wage adjustment of 2.7 per cent for 11 and 7 agreements respectively. .

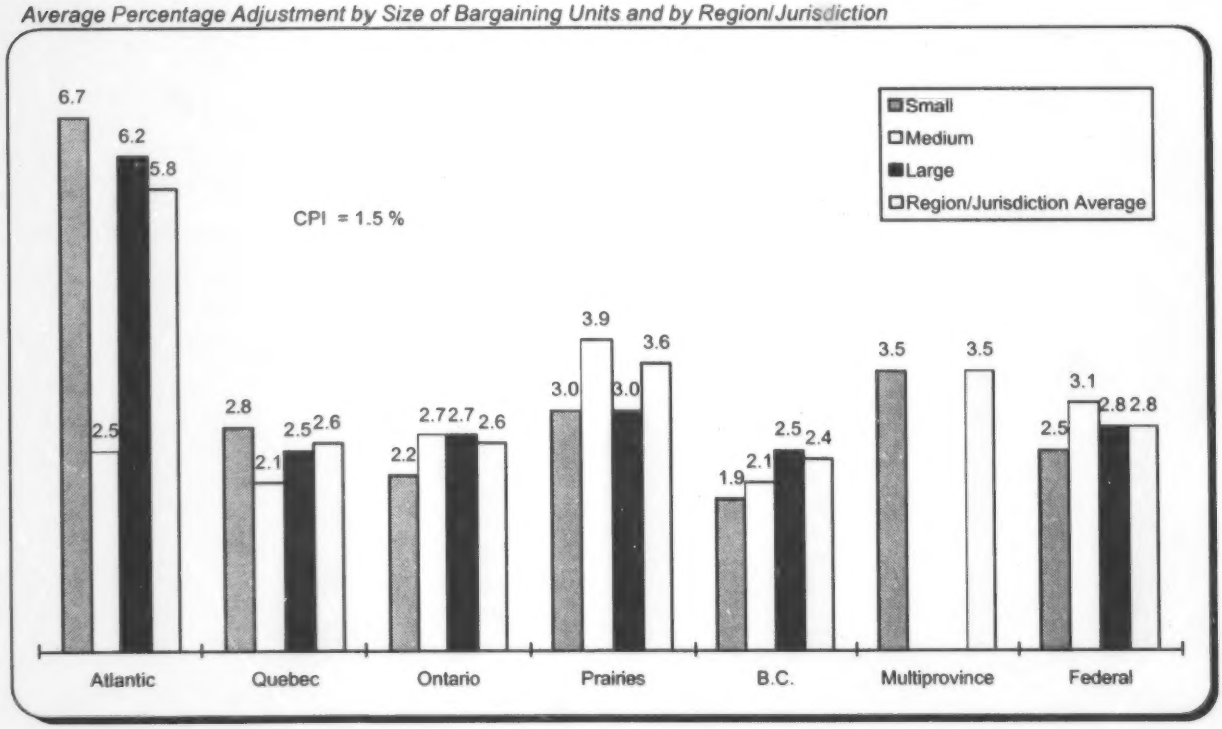
In the **Prairie** Provinces, there was some variation of wage adjustment by size of bargaining unit. Whereas the overall wage adjustment figure stands at 3.6 per cent, small bargaining units reported an average increase of 3.0 per cent (5 agreements), medium bargaining units reported 3.9 per cent (13 agreements) compared to the 3.0 per cent figure for large bargaining units in a single agreement.

The province of **British Columbia** reported the lowest overall wage adjustment figure at 2.4 per cent which is broken down as follows: 1.9 per cent for small bargaining units (3 agreements), 2.1 per cent for medium bargaining units (3 agreements) and 2.5 per cent for large bargaining units (1 agreement).

In the **Federal** jurisdiction, the overall base-rate wage adjustment was 2.8 per cent. Small bargaining units reported an average wage adjustment of 2.5 per cent (6 agreements) whereas medium bargaining units reported 3.1 per cent (5 agreements) compared to 2.8 per cent for large bargaining units (3 agreements).

[1] Data as of extraction date of April 2002.

Average Percentage Adjustment by Size of Bargaining Units and by Region/Jurisdiction



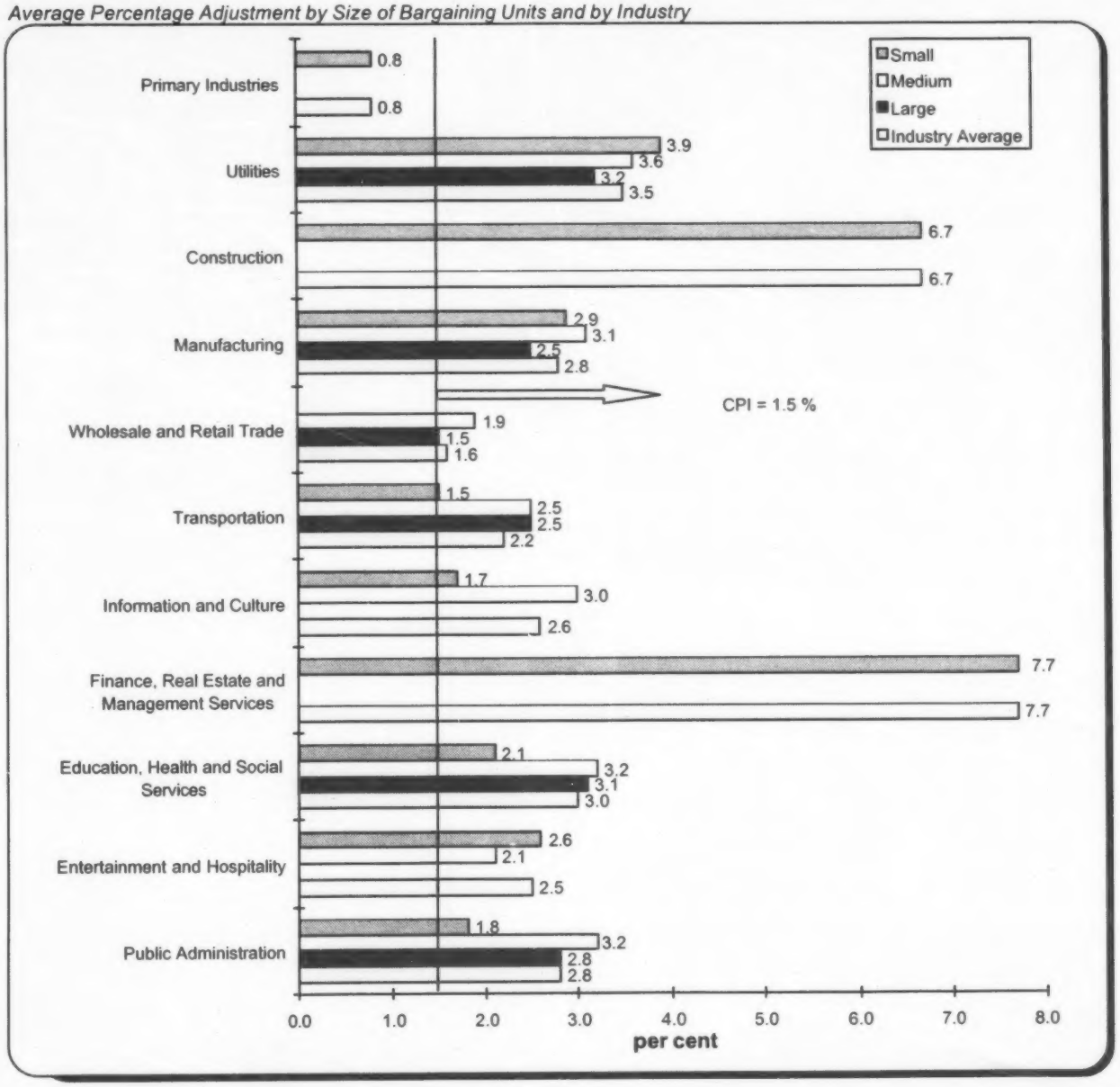
By Industry

In the **small** size bargaining units, there was a high degree of variability among the 32 settlements. Wage adjustments were lowest in **primary** industries at 0.8 per cent (3 agreements) and highest in the **finance, real estate and management services** at 7.7 per cent (2 agreements), followed by the **construction** sector at 6.7 per cent (2 agreements).

In the **medium** size bargaining units, the lowest average adjustment was reported in the **wholesale and retail trade** sector at 1.9 per cent (2 agreements). The **utilities** sector reported average wage adjustments at 3.6 per cent (1 agreement). **Education, health and social services** and **public administration** reported an overall average adjustment of 3.2 per cent (27 agreements).

Large size bargaining units recorded the highest average increase in the **utilities** sector at 3.2 per cent (2 agreements). The lowest increase was reported in the **wholesale and retail trade** sector at 1.5 per cent (2 agreements). A very high proportion of employees (58.5 per cent) and agreements (31.0 per cent) were in **the Education, Health and Social Services** where the average wage adjustment was 3.1 per cent.

Average Percentage Adjustment by Size of Bargaining Units and by Industry



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN APRIL 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Manufacturing (5 agreements)					
Blue Water Seafoods (Div. of Unilever Canada Inc.), plant and maintenance employees, Lachine, Que.	180	2.4	2.1	48	2005-11-15
Casco Inc., plant and maintenance employees, Cardinal, Ont.	170	3.3 *	3.3	24	2004-04-14
Compagnie Héroux inc., plant and maintenance employees, Longueuil, Que.	360	1.3	0.0	36	2005-04-30
Dutailier Inc., production, Saint-Pie, Que.	250	2.3	0.5	60	2006-08-12
Woodbridge Foam Corporation, production, Woodbridge, Ont.	300	2.1 *	2.1	36	2005-05-30
Wholesale and Retail Trade (2 agreements)					
Real Canadian Wholesale Club, Division of Westfair Foods Limited, grocery distribution centre employees, province-wide, Sask.	250	1.6	3.5	83	2008-04-08
The News Group, retail employees, Richmond, B.C.	140	2.3	3.0	36	2004-12-31
Transportation (1 agreement)					
Grimshaw Trucking, truck drivers, Edmonton, Alta.	160	3.0	2.6	48	2006-03-31
Information and Culture (1 agreement)					
Society of Radio-Television of Quebec, technical employees, province-wide, Que.	130	2.2	2.5	24	2003-12-31
Education, Health and Social Services (5 agreements)					
Comité patronal de négociation des collèges, educational services, province-wide, Que.	400	2.0	2.0	12	2003-06-30
Comité patronal de négociation secteur santé et services sociaux, health and social care professionals, province-wide, Que.	360	2.0	2.0	12	2003-06-30
Comité patronal de négociation secteur santé et services sociaux, health and social care professionals, province-wide, Que.	190	2.0	2.0	12	2003-06-30
Management Negotiating Committee for English-language School Board, elementary and secondary teachers, province-wide, Que.	410	2.0	2.0	12	2003-06-30
Management Negotiating Committee for the Cree School Board, support employees, Wemindji, Que.	210	2.0	2.0	12	2003-06-30
Entertainment and Hospitality (1 agreement)					
Pacific Racing Association, racetrack employees, Vancouver, B.C.	350	-1.9	0.0	48	2004-07-31

Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

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